OCTOBER 1964

EMPLOYMENT SERVICE REVIEW

In this issue

Data for Changing Jobs · Job Vacancy Surveys · Training Domestics · Coal Miners to Copper Mines · Lettershops Aerospace Industry · Welfare Trainees

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contents

articles

OCCUPATIONAL INFORMATION AND CHANGING JOBS, Louis Levine 1

AN APPROACH TO JOB VACANCY INFORMATION, Vladimir D. Chavrid 6

HOME MANAGEMENT TRAINING IN DETROIT, Irene Tice, Michigan 13

A PILOT JOB VACANCY SURVEY, Elizabeth J. Slotkin, Illinois 14

SMALLER COMMUNITIES PROGRAM BRINGS NEW INDUSTRIES, S. Hoyte Blackwell, Georgia 17

THE WELFARE TRAINING CENTER IN WASHINGTON, D.C., Edith A. Verant, District of Columbia 19

FROM COAL TO COPPER COAL MINERS MAKE THE TRANSITION, John O. Crawford, West Virginia 28

A+B+C=$19.59, Clayton A. Garner and George A. Kniepp, Montana 29

THE LETTERSHOP INDUSTRY IN NEW YORK CITY, Fred J. Schaefer, New York 31

MDTA ADVISORY COMMITTEES IN MICHIGAN, James R. Sagel, Michigan 34

EMPLOYER-APPLICANT CLINICS FOR HANDICAPPED PERSONS, Anna F. Harris, Pennsylvania 41

departments

FARM LABOR MARKET 9

ES NEWSLETTER 11

OCCUPATIONAL DEVELOPMENTS 21

INDUSTRY MANPOWER 23
Aerospace Employment, Ernest F. Schroeder

LOCAL OFFICE ACTIVITIES 32

TRAINING ACTIVITIES 36

CHANGING COMMUNITIES 43

MANPOWER TRENDS 45

USES MAILBAG 47

STATISTICS 48

EMPLOYMENT SERVICE REVIEW

OCTOBER 1964
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EMPLOYMENT SERVICE REVIEW

ELSIE SOLTAR DORMAN, Editor

A MONTHLY JOURNAL OF
FEDERAL-STATE EMPLOYMENT SERVICE
PROGRAMS AND OPERATIONS

BUREAU OF EMPLOYMENT SECURITY
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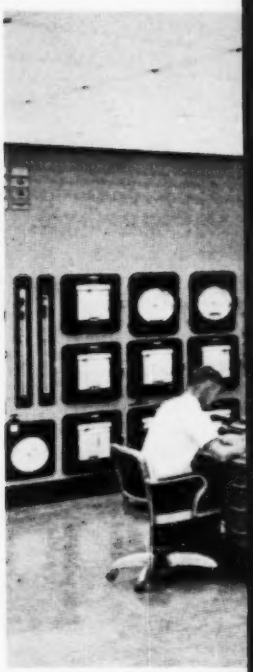
LOUIS LEVINE, DIRECTOR

Occupationa

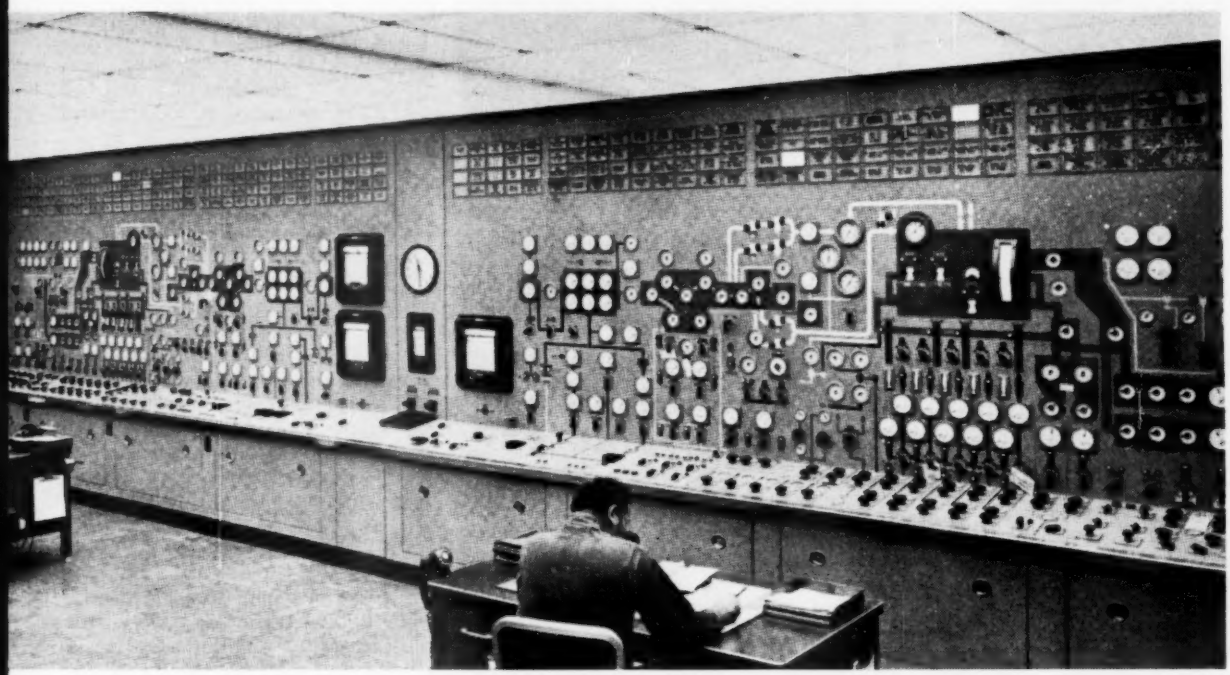


The Employment Service faces new challenges as the enormous changes taking place in job structures call for new approaches in job analysis and in preparing people for work, coupled with a constant, usable flow of labor market information.

Employment Service Review

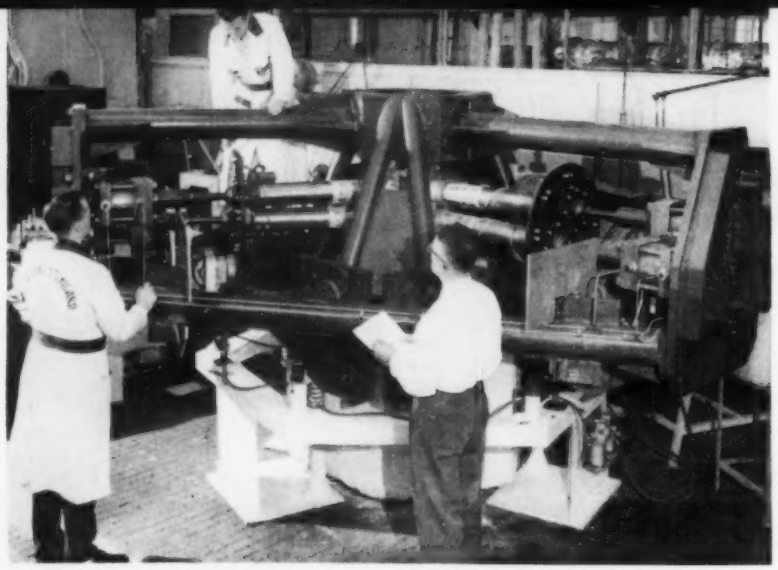
nformation and Changing Jobs

LOUIS LEVINE
DIRECTOR
U.S. EMPLOYMENT SERVICE



The terms "technological change" and "automation" have won prominent places in our national vocabulary in the past decade. They have been the subject of much discussion, debate, and concern, as reflected in congressional hearings, union negotiations, and special reports to the President. Much of the comment has been directed toward the problems arising out of technological change—obsolescent skills, job displacement, retraining, and other symptoms of occupational maladjustment.

A critical aspect of the problem is the rapidity with which technological change is being applied. Substantial increases in expenditures for new plants and equipment and on scientific research in the post-World War II period resulted in an acceleration in the rate of technological advance. During the 1950's alone, new plant and equipment expenditures totaled the astronomical sum of $300 billion. As a result of this regeneration of American industry, the Nation has acquired a more efficient capacity to produce. Between 1947 and 1963, productivity in the nonagricultural sector of the economy increased by 2.4 percent a year, compared with a long-term rise of 2.1 percent; in agriculture, productivity advanced about 6 percent a year.



Observation of on-the-job operation is an essential part of job analysis.

At the same time, this huge flow of investment continues to result in mass obsolescence of existing plants and equipment, outmoding of existing techniques and methods of production, and the development of new and substitute materials. Use of new materials and the emergence of new products result in a significant change in occupational composition of the work force and require new skills to be developed.

These economic changes have had significant implications for the industrial and occupational structure of the Nation.

Workers need more skill, more technical know-how, and more educational attainment. In the last 30 years, the professional segment of the labor force has expanded by about 50 percent, growing faster than almost any other major occupational group. Another category of occupations—the technician—has emerged which is so new that it has not yet been completely described or defined. Today there are twice as many groups in the occupational classification structure for professional, technical, and managerial occupations as there were in an earlier compilation prepared some 10 years ago. Part of the gain is attributable to an increase in the number of new types of jobs, with the other part due to the changing importance of job groups in which relatively obscure occupations, by virtue of expanding employment, have earned their own group identity.

So rapidly have occupations emerged and job identification changed, that the forthcoming edition of the DICTIONARY OF OCCUPATIONAL TITLES, which describes and classifies 22,000 observed jobs in our industrial structure, contains about 6,000 jobs which were not present in the preceding Dictionary.

With the advent of more technology, the relationship between occupations and industries diminishes. The same method and the same kinds of workers can produce a greater variety of products. Many occupations are cross industry in nature; that is, workers can transfer from one industry to another, or the plant in which they work can change over from one product to another, with little or no change in occupational content.

Some occupations have become obsolete and are tending to disappear. These are usually the simpler types that involve processes replaced by automation, as well as the lower levels of supervision and management. They are not entirely obsolete, however, because people remain employed in these jobs. For this reason obsolescence is difficult to define. One operational definition describes an occupation as obsolete if there is little or no chance of placing an applicant in that occupation. Therefore, the significant change taking place is in the numbers of persons employed in the occupation.

Many new jobs are generated by new technology and invention. Examples would include the nuclear engineer and the galaxy of technicians that have appeared to fill the gap between the skilled craftsman and the professional scientist and engineer.

Technology changes the physical and mental demands of jobs. Automated processes carried on by remote controls or tapes performed in office-type surroundings may indeed open many jobs to women or the handicapped. On the other hand, performance in these jobs may well call for more alertness, education, and training.

Technology is changing the content of occupations. At the professional and skilled levels, there is a stronger tendency to combine new disciplines and knowledges.

Emergence of the team approach appears to be a necessary concomitant of automation. Advanced technology gives rise to stress on management and supervision, particularly because equipment is expensive, processes have become technically more complicated, and coordination of effort is a necessary part of job performance.

Early Study of Jobs

When the Federal-State Employment Service system began operations in 1933, there was no significant body of definitive information about occupations and jobs. At that time local offices developed their own information about occupations, and gave their own meanings to job titles for use on applications and employer orders. There was no common language for the exchange of information among Employment Service personnel within local office processes or between offices.

It was against this background that an occupational research program was initiated in 1934. A small group of technicians began collecting occupational information about jobs in a few industries by direct observation of persons at work at their worksites. From these data, comprehensive job descriptions were prepared. By 1935, 15 occupational research

centers were established throughout the country and continued in operation until 1939 to speed up the collection and dissemination of such information for use in the public Employment Service system.

Although developing standardization of job titles was one of the first and major objectives of the occupational research program, it became evident that other occupational data were needed to facilitate identification of workers' knowledges and abilities and to assess the job potentials of entry workers lacking identifiable skills. After some trial and error in the early years, the basic concepts of job analysis had crystallized by the end of the 1930's into an accepted technique that continues in use today, not only in Employment Service operations but to a considerable extent in private industry as well.

Job analysis is the process of determining, by observation, interview, and study, the significant worker activities and requirements, and the technical and environmental factors of a job. It is the identification of the tasks which constitute the job and of the skills, knowledges, abilities, and responsibilities required of the worker for successful job performance. Job analysis indicates the exact nature and scope of the tasks involved in a job and defines the level of difficulty of those tasks. The first three parts of the job analysis formula, the "What," "How," "Why," bring out the nature and scope of the tasks. The last part of the formula, the "Skill Involved," measures the degree of difficulty of the tasks and defines the nature of the required abilities in order to indicate their level of complexity.

Technical and developmental work went forward in the fields of job analysis and job identification, occupational classification, aptitude and proficiency testing, and labor market information to meet the growing operating needs of the local offices for occupation information. The publication in 1939 of the DICTIONARY OF OCCUPATIONAL TITLES provided an indispensable tool for the understanding of job content and job relationships and for all future work in occupational research, though its significance and potential were not fully foreseen at the time. It has developed out of the apparently simple and obvious need to identify and classify the skills of job applicants and the requirements of job openings on a standard, uniform basis so that they could be appropriately matched.

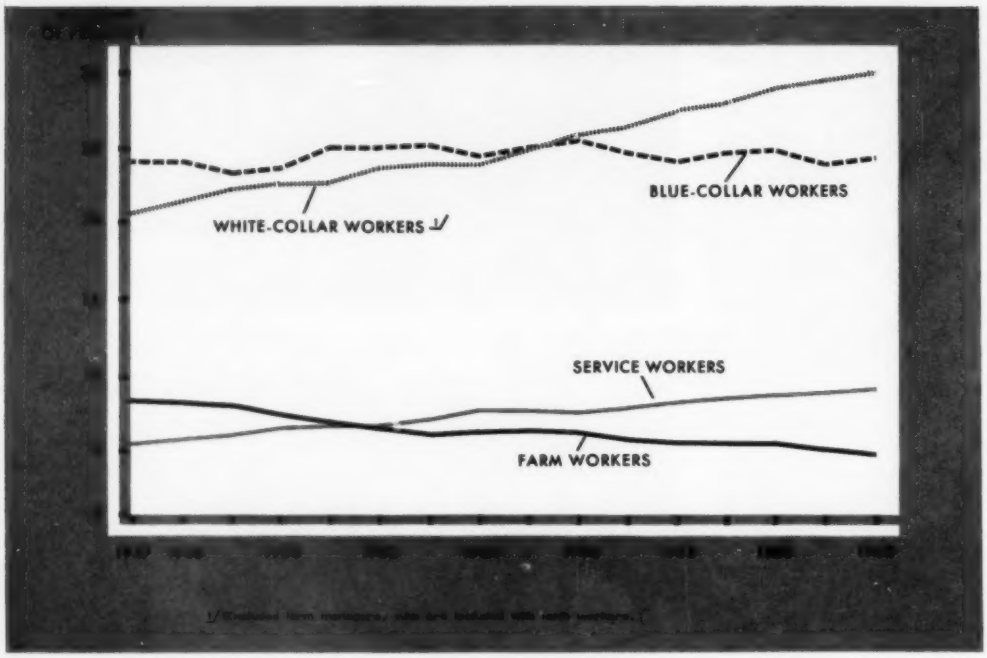
A billing system. Above, a 1922 manual method. Below, a present-day electronic system which produces 40,000 bills daily.

Between 1934 and 1939, over 125,000 analyses of jobs were prepared in over 25,000 establishments. These data provided source material for the preparation of a variety of occupational materials, including the many volumes of job descriptions and the 1939 edition of the DICTIONARY OF OCCUPATIONAL TITLES. These materials provided the first extensive compilation of job information for the U.S. economy. They are the basic data from which subsequent technological change and its effect on jobs can be identified and measured. In the years following, additional job analysis data were gathered and a second edition of the Dictionary was prepared in 1949, and a supplement to this edition in 1955. These materials, however, were largely additions to the existing data rather than revisions.

New Research Techniques

A new occupational research technique emerged when experimental work was undertaken in the late

Employment, by Type of Occupation, 1947-62



1940's to develop a new occupational classification structure that would reflect relationships among jobs in terms of more than the traditional "job" content. Eight classification components were selected as significant for identifying such relationships: training time, aptitudes, interests, temperaments, physical demands, working conditions, industry, and work performed. A sample of 4,000 jobs from the DOT was analyzed in terms of these components, and the results were studied to discover component relationships.

In 1957, an interim research document, the "Estimates of Worker Trait Requirements for 4,000 Jobs," published the experimental estimates for the first seven of the classification components listed above. This analytical technique added important information to the study of changing and emerging jobs and their requirements. The new occupational classification structure resulting from this research will appear in the third edition of the DOT to be published in 1965.

As technological developments brought changes in the occupational structure of the labor force, an urgent need emerged for more occupational research and analysis. New arrangements were made to continue the research program in the field, and special projects were initiated in 1953, with 17 State agencies participating. The major objective was to obtain and keep up to date changing information about jobs in the American economy.

In 1958, Occupational Analysis Field Centers were established in four States (California, Michigan, Missouri, and New Jersey) and the District of Columbia. Within 2 years, three more centers were established (North Carolina, Washington, and Wisconsin). All work assignments to the centers were directed toward verifying and revising the job information in the DOT for a third edition. A modified job analysis technique was devised to raise the quality of DOT verifications and resulting job definitions. Included in the modification was the obtaining of information on the eight classification components mentioned above. In addition to the field centers which are still in operation and which largely replaced the "special projects" established in 1953, there are special project activities currently in operation in five States agencies (Arizona, Connecticut, Ohio, Minnesota, and Texas).

Current Research

In 1965, a third and completely revised edition of the dictionary will be published. For the first time, there will have been a complete verification of its contents. Over 45,000 individual job studies were made to obtain current coverage on the occupations found in the industrial econ-

A technician tests tubes which will amplify a light signal as much as 1 million times.

omy. Since many of these studies were based on observation in more than one plant, the total number of job observations made was over 75,000. In addition, thousands of reports have been received in recent years from all 50 State agencies describing jobs operating personnel could not find or classify in the DOT. These have added to the fund of information available, and frequently drew attention to new groups of occupations. All of this information will be reflected in the 23,000 jobs defined in the new edition of the DOT. Comparison with information in previous editions will show the changing nature of jobs since the 1930's.

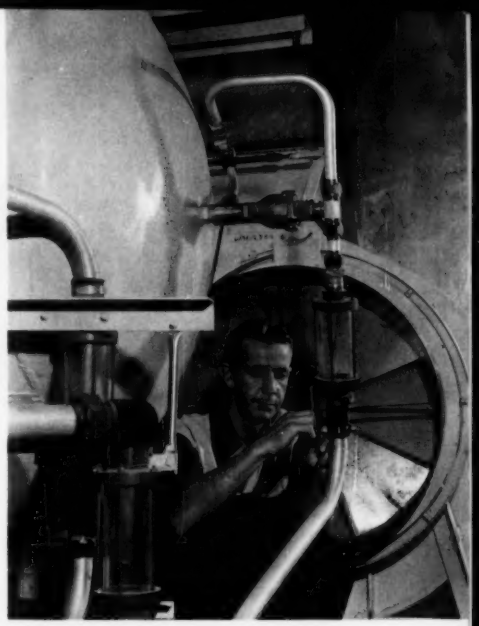
Job analysis techniques have been utilized in studying the jobs in a number of industries before and after the introduction of technological innovations. Also, the Employment Service has undertaken a number of experimental demonstration projects in individual local labor markets to determine the impact of technological change on jobs and employment. Such projects have been initiated in 16 States involving 20 industries and 27,000 workers.

The effective operation of employment offices to meet local labor market requirements and to deal with nationally significant manpower problems requires an expanded labor market information program. Although the Employment Service pioneered in the development of such information on a local area basis, there are, nevertheless, large gaps in our knowledge and much remains to be done in this field. Perhaps most important is the need for a comprehensive labor market information program on occupations. Specific jobs and their characteristics are the cornerstone of Employment Service operations, but the collection of occupational labor market information has lagged because of technical difficulties and the cost of obtaining these detailed data.

Yet today there is an urgency for this information which can no longer be denied. The MDTA and ARA programs require information on training opportunities, and the Vocational Education Act of 1963 imposes obligations on the Employment Service to provide longer-range training goals. Selective service rehabilitants need to be oriented in expanding job opportunity fields and the Economic Opportunity Act of 1964 requires information on occupational opportunities, largely for disadvantaged youth.

Job vacancy information by occupation must be developed in at least all major localities on a recurring basis. Occupational forecasting techniques need to be improved, particularly in view of prospective commitments of large sums of money for vocational education schools and equipment. Detailed supply-demand information is required on important occupations in all major metropolitan areas, with special emphasis on scientists, engineers, and technicians. The rapidity of occupational change makes it virtually untenable to wait for census decennial counts. Occupational inventories for major employment centers, perhaps every 2 or 3 years, would permit a base for long-range forecasting and better evaluation of occupational demand and supply.

The contribution made by the public Employment Service to the field of manpower resource development and utilization through the publication of the DICTIONARY OF OCCUPATIONAL TITLES cannot be overestimated. However, occupational research by the Employment Service must be carried on continuously to keep abreast of rapidly changing technology and its impact on the changing content of jobs.



A technician makes a minor adjustment on an aircraft mockup which tests the ability of fuel systems to withstand extreme temperatures at high altitudes.

There is also an urgent need for development of new occupational test materials, particularly nonverbal tests, in order to assess more adequately the potentials of educationally deficient jobseekers. Important as such test materials are for school dropouts, they are even more important for severely disadvantaged youth.

The USES has taken leadership in labor market and job analysis. Gearing our surveys to take account of local differences—industrial and geographic as well as local mores, seasonality patterns, manpower capabilities, and the like—we have taken the measure of the hundreds of local labor markets which together make up the national mosaic. In developing data relating to current and future labor supply and the changes in the occupational structure, it is necessary to gather such data in terms of specific occupations. We have developed a system whereby jobs can be

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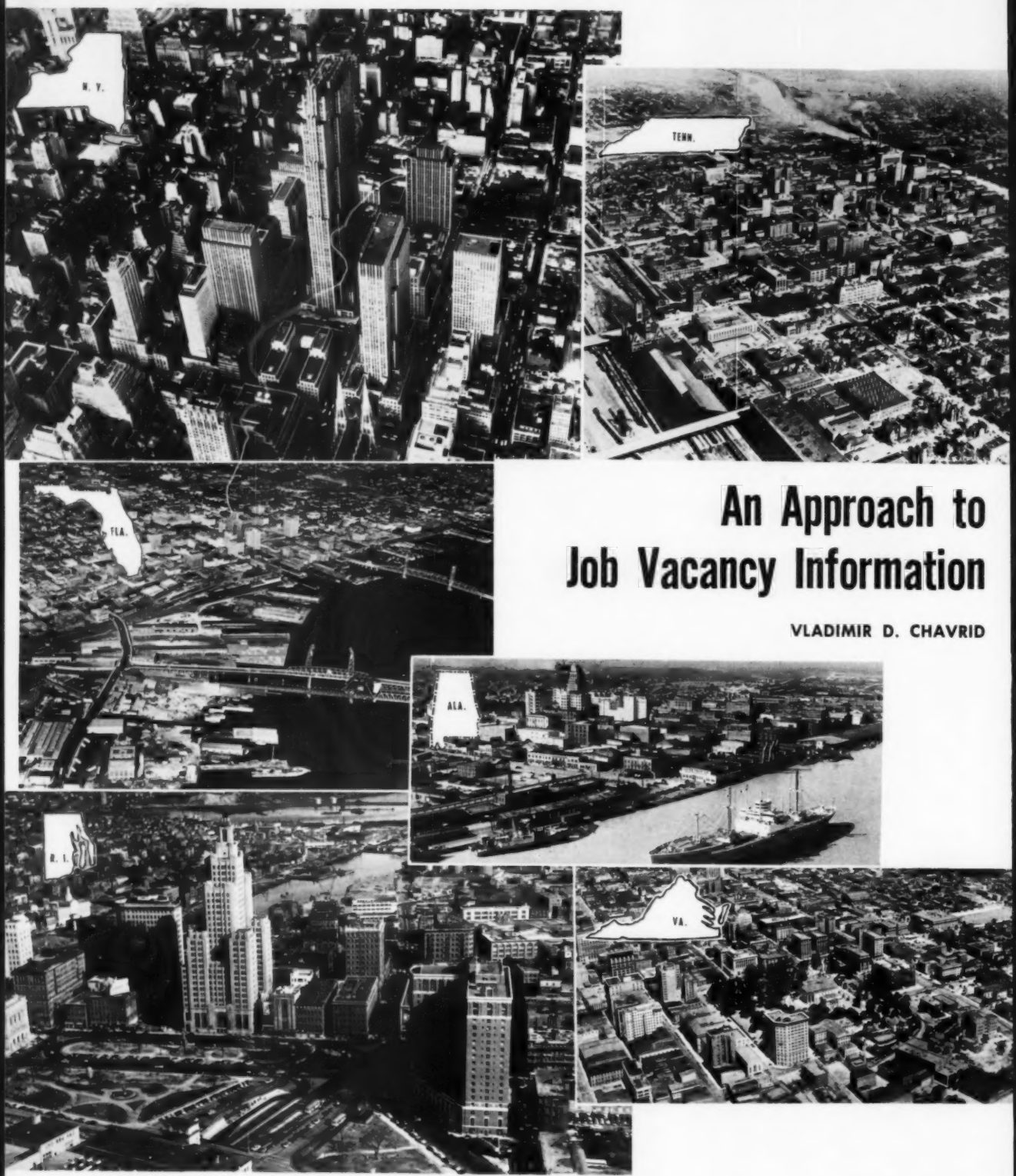

An Approach to Job Vacancy Information

VLADIMIR D. CHAVRID

Studies of where jobs are and the skills needed to fill them form the basis of a new ES program designed to increase effectiveness of placement operations and provide more comprehensive labor market information.

Growing attention has been directed recently toward the development of information on job vacancies. Such data are needed both to define more precisely the parameters of the Nation's unemployment problem, and to develop appropriate manpower programs designed to improve the functioning of the labor market and to reduce the level of joblessness. For many years information has been available on the Nation's employed and unemployed. The focus today is on information showing where the jobs are, the kinds of skills needed to fill them, and the placement of workers in these jobs.

Interest in job vacancy data stems from many sources and circumstances. The availability of such information is basic to the effective operations of our public Employment Service system. The data are expected to facilitate the matching of workers and jobs and contribute to better utilization of our labor force through manpower training, counseling, and labor market information. In fact, the collection and use of these data are fundamental to the role of the Employment Service in the United States in carrying out its functions under an active manpower policy.

Lack of information on job vacancies has given rise to a number of provocative questions among manpower analysts and economists seeking to unravel the factors causing dislocations in the labor market. According to the expanionist school of economic thought, much of our present unemployment may be thought to stem from shortage of "aggregate demand." The expansionists emphasize a failure of capital investment since 1957 to keep pace with earlier economic performance, resulting in a reduced rate of economic growth, and a persistently higher level and rate of unemployment since that time. More rapid expansion in total demand for goods and services, they say, would result in new jobs to absorb the bulk of the unemployed. To achieve this objective, the expansionists advocate such things as easy credit, increased government expenditures, and lower taxes.

An opposing school of thought, referred to as the "structuralists," sees the principal cause of labor market dislocation as due to rapid economic and social changes which result in an imbalance of labor supply and demand. They point to the existence of hard-to-fill jobs at the higher skill levels and a concentration of unemployed at the lower levels of skill and education. Older workers, younger workers, and Negroes are denied job opportunities for a variety of reasons. Plants close down or move, leaving stranded communities in their wake; job opportunities exist in the copper mines but not in coal mines, in the metalworking centers of the Middle West but not in the cutover regions of northern Wisconsin and Minnesota. If these structural imbalances and rigidities were corrected, they say, the labor market would be taking a long step in dealing with the unemployment problem.

Structuralists particularly would like to have information on a local basis for every unemployed individual and every vacant job. They advocate the improvement of vocational guidance and training programs and of labor market mechanisms to match workers and jobs more effectively, relocation allowances to encourage greater mobility, youth job corps, and a number of other corrective techniques.

The divergent views evidenced by these two schools of thought point up some of the difficulties that arise in dealing with economic questions when insufficient knowledge is available. The two schools differ primarily in the emphasis and importance assigned to the various factors. Proponents of both agree, however, that information on job vacancies on both an occupational and local area basis, along with similarly detailed data on the characteristics of the unemployed, is essential for a precise definition of our unemployment problems. Analysis of these data would provide the basis needed to develop improved programs to combat the problems.

Vacancy Data Needed By Occupation

The need for a count of job vacancies by area and by occupation and an active program of placing workers in these jobs was also pointed out by the President's Committee to Appraise Employment and Unemployment Statistics (the "Gordon Committee"). In the words of the Committee report: "It is doubtful that any suggestion for the improvement of knowledge about the Nation's labor markets was more frequently voiced to this Committee than that calling for job vacancy statistics." While there are undoubtedly many technical difficulties in obtaining valid job vacancy data, the Committee noted that the need for such information is becoming continually more acute and recommended that it should be obtained for analytical use and for operational and administrative purposes.

Previous BES and BLS Research

The need for job vacancy data for effective Employment Service operations has long been recognized by the Bureau of Employment Security and its affiliated State employment security agencies. In meeting its prime responsibility for the placement of jobseekers and the recruitment of qualified applicants to meet employer staffing requirements, the solicitation of job orders from employers has always been an essential activity of the public Employment Service. However, it is not known whether job orders obtained by the local office are representative of total job vacancies in the community. For this reason, as long ago as World War II, and later during the Korean conflict, pilot programs were initiated for the collection of job vacancy data by occupation and industry in major metropolitan centers in anticipation of possible area-wide manpower shortages. While these programs were discontinued af-

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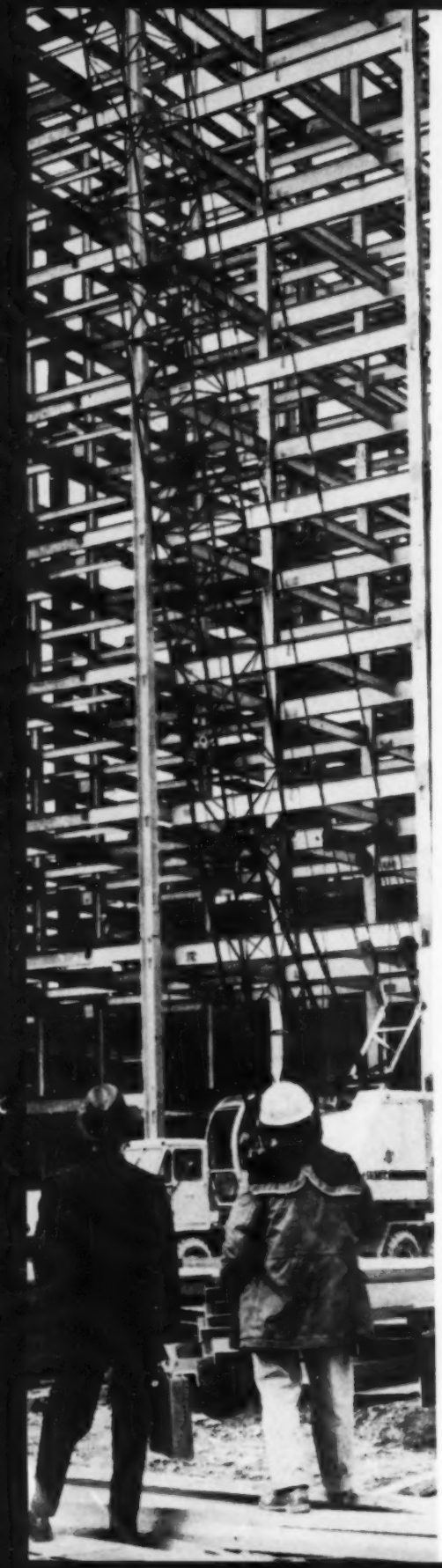

ter the end of hostilities, job vacancy data have been collected since that time on a voluntary basis by some 15 State employment security agencies on a statewide or area basis, but in all instances except one, without any occupational breakdown.

Research in the area of job vacancy information has also been conducted by the Bureau of Labor Statistics. A survey made in 1956 to determine whether individual establishments keep job vacancy records indicated that employers do not keep records of vacancies which are comparable in accuracy or detail to their payroll records, and that the job vacancy data they could furnish (at that time) would not be equal in quality to that obtained in the employment statistics program.

Additional research by the Bureau of Labor Statistics was conducted in early 1964 on the job vacancies reporting programs in foreign countries. The results will be reported in a forthcoming article.

Beginning in 1963, interest in a job vacancy information program in this country has grown rapidly, partly as a result of the increased emphasis on the Employment Service as a manpower service agency, and its responsibilities for the development of occupational training programs geared to labor market demand under such legislation as ARA, MDTA, the Vocational Education Act of 1963, and the Economic Opportunity Act of 1964. It also reflected the continuing pressures arising out of the report of the President's Committee to Appraise Employment and Unemployment Statistics, the recommendations of the Senate Subcommittee on Employment and Manpower (Clark Committee), and the active support of the Governors of California, Illinois, and New York, among others.

Recent Feasibility Studies

In response to the widespread demand, as well as to meet its own needs, the USES initiated a program of pilot job vacancy studies, in cooperation with State employment security agencies, to determine whether vacancy information, by occupation, could be collected on an area labor market basis. The first pilot study, designed to test the feasibility of collecting job vacancy data by detailed occupational classification, was conducted in the fall of 1963 by the Illinois Bureau of Employment Security, at the request of the Governor's Committee on Unemployment and in cooperation with USES staff. This feasibility survey covered 62 firms in the Cook County sector of the Chicago metropolitan area.

Among the more important findings were: (1) the collection of job vacancy data by occupation appears to be feasible; (2) only about one-fourth of the employers maintained formal job vacancy records, but four-fifths of the firms interviewed indicated that they could provide a listing of all vacancies, by job title, on a continuing basis; (3) a large proportion of the employers reported that they could identify "hard to fill" job vacancies; and (4) there was some confusion on the part of employers with respect to terminology, e.g., the term "job vacancies" was not familar to some of them; many employers were uncertain whether to include vacant part-time jobs or jobs vacant only a short time in their report. (See the article entitled "A Pilot Job Vacancy Survey" elsewhere in this issue.)

While the Illinois study tested the collection of job vacancy data by occupation from a relatively small sample of employers, a second survey in Buffalo (conducted by the affiliated New York Division of Employment in cooperation with the Buffalo area Chamber of Commerce) will provide an indication of the possibility of compiling such information on a *mass* basis for a major industrial area. A Chamber of Commerce mailing list was used as the basis for the Buffalo survey and covered 2,687 firms employing a total of over 150,000 workers.

An experimental program of job vacancy surveys on a more ambitious scale, taking into account the knowledge gained thus far from the Chicago and Buffalo experiments, is now being initiated jointly by the Bureau of Employment Security and the Bureau of Labor Statistics in the U.S. Department of Labor. The studies

(Continued on page 40)

Record Cherry Crop Lifts Farm Employment

Over a fifth of all farmworkers in mid-July were picking fruit.

In the 2 previous years, the seasonal uptrend in farm employment reached a turning point by the end of June. However, it was still in progress in July 1964, signifying the greater importance of July crops this year, and reflecting a postponement of June activities in the Northwest. In mid-July, some 1,293,000 seasonal hired farmworkers were employed in major agricultural areas reporting to the Bureau of Employment Security. Most numerous were fruitpickers, accounting for over a fifth of the total. Next in importance were tobacco-harvest workers and cotton choppers.

The rise from June 1964—224,900—was associated with increased harvesting of tobacco, cherries, and bushberries. Employment was higher this July than last, primarily because of a bumper cherry crop and heavier production of late-spring strawberries. However, this year's figures are not strictly comparable with those of last year, because a few States have extended their reporting coverage.

Heavier Cherry Production

Fruit harvesting occupied some 283,000 workers in July, up 129,900 from June, and 56,100 higher than July 1963. Over-the-year increases in strawberries, cherries, and melons prevailed over decreases in peaches, bushberries, and apricots.

The 1964 cherry crop was sensational. The U.S. Department of Agriculture estimated a record 240,750 tons of sour cherries, 77 percent above average and three times as large as the short crop of 1963. In Michigan, the principal producing State, the crop was 4.3 times as large as last year. Production of sweet cherries was estimated at 113,700 tons, up 62 percent from last year's short crop and 26 percent above average. In contrast to the severe freezes which ruined last year's crop, the weather was most favorable for cherry development this year.

Reflecting increased production, average cherry-harvest employment during the first half of the 1964 season was 43 percent higher than that for 1963, and in mid-July was 82,800—30,300 above the year earlier. Michigan's 47,900 cherrypickers totaled some 19,900 more than in the preceding July. This bright picture was marred, however, by the inability of processors to handle deliveries. By the middle of July, processors were so swamped that they were rationing growers' deliveries. In Michigan, which processes a large share of the crop, growers were putting workers on a 3- or 4-hour day, and crews were being shifted from place to place to keep them fully employed—an unsettling situation.

Strawberry pickers numbered 79,700, a few thousand more than in June and 52,100 more than in July 1963. Eighty-four percent were in Washington and Oregon, where the season was practically over by mid-July last year and where production rose 29 percent from 1963. For the entire country, employment during strawberry-harvest season through mid-July averaged 16 percent higher than in the 1963 season, while production was up 6 percent.

The 46,500 bushberry pickers were largely concerned with the raspberry and blackberry crops of Oregon and Washington and the blueberry crops of Michigan, New Jersey, and New York. Washington and Oregon accounted for most of the over-the-year reduction of 15,600 workers, despite expected higher production. Their season started about 2 weeks late.

Peach-harvest employment declined 20,200 over the year to 18,500. Nearly all of the decrease was in South Carolina, where a disastrous freeze at the end of March almost ruined the crop.

Cotton Employment Falls Off

In mid-July, 158,800 workers were cultivating cotton, 59,200 fewer than in June and 20,200 under July 1963. Employment was down from a year earlier in every State except Mississippi, where chopping had been practically completed by mid-July 1963 but was only three-fourths completed this July. Other Delta States reported they were further along this year. The weather this season had been ideal in most areas for cleaning out the fields and the situation was under control with the help of herbicides. In Texas, the drought had slowed farming activities, including cotton cultivation.

Cotton harvesting had started in

Washington Star photo.

The tobacco harvest offered jobs for many workers.

southern Texas and was using 10,900 workers, 1,800 fewer than in the preceding July because of different timing of the season. As of August 10, the U.S. Department of Agriculture predicted a crop of 14,785,000 bales, 3.5 percent less than last year's big crop. Acreage abandonment has been greater this year largely because severe drought in west Texas has induced some growers to remove acreage in excess of their domestic allotments. Should the drought continue, an even greater acreage might be abandoned. Yield per acre was estimated at 10 pounds below last year's record 516 pounds. Only Arizona, California, and South Carolina were expected to have better yields than last year. As usual, the continued increase in mechanization can be expected to have more effect on unemployment than changes in production.

Decline in Vegetable Work

Employment in vegetable harvesting dipped seasonally, with 144,100 workers in mid-July, 35,800 fewer than in June and slightly below July 1963. Activity in summer vegetables was gaining momentum, but the demand for workers was not substantial enough to offset completely the decline of employment in asparagus and other spring vegetables in which the harvest was nearly completed. The U.S. Department of Agriculture estimates the production of all summer vegetables for fresh market sale at 3 percent less than in 1963. Vegetables requiring the greater proportion of workers were beans, cucumbers, peppers, tomatoes, potatoes, and lettuce. The Eastern Seaboard reported 78,100 vegetable-harvest workers, of whom 36,600 were in North Carolina. California engaged 23,400, while Texas had 11,200 persons in vegetable-harvest activities.

Tobacco Harvesting Rises Seasonally

Employment in tobacco harvesting rose from 8,500 in June to 198,400 in July, all in Eastern Seaboard States. North Carolina had 72 percent of the workers and Florida, 10 percent. Most of the remainder were in Connecticut, Georgia, and South Carolina.

The tobacco employment estimate for this July is not comparable with the 108,900 tobacco-harvest workers reported for July 1963. Since that time, the North Carolina agency has enlarged its agricultural reporting areas to include more tobacco-producing counties. The Florida agency also has revised its reporting procedures to cover more tobacco workers.

About 31,300 workers were cultivating tobacco this July, most of them in North Carolina.

Fruit Harvests Attract Migrants

Fruit crops claimed a large portion of the 264,100 migratory workers in July. Interstate migrants numbered 186,300, up 35,300 from June and 26,900 higher than in July 1963. Intrastate workers totaled 77,800 in mid-July, a rise of 29,000 over June but a decrease of 2,300 from July 1963. The abundant fruit harvest was a big factor in the over-the-year increase of 24,600 in total migrant employment.

Most of the 49,600 interstate workers on the *Eastern Seaboard* were harvesting berries, cherries, or vegetables in New York tobacco or vegetables in North Carolina, berries or vegetables in New Jersey, and vegetables in Virginia. Over half of the 5,900 contract Puerto Ricans at midmonth were picking berries in New Jersey or harvesting tobacco in Connecticut. Excluding contract Puerto Ricans, most Eastern Seaboard migrants came from Florida; a few thousand were from Alabama, Georgia, and Mississippi.

Well over half of the 77,300 interstate migrants in the *North Central States* were working in Michigan, mostly in the cherry harvest. Wisconsin engaged a few thousand in peas and cherries, and Kansas, a few thousand in grain activities. Generally, these workers came from Texas or other South Central States.

The greater part of the 54,900 interstate migrants in the *Western States* were engaged in the strawberry, raspberry, or cherry harvest of Oregon and Washington or the apricot, strawberry, peach, lettuce, or tomato harvest of California. Many workers were from adjacent States; others had come from the Southwest.

Of the 77,800 intrastate workers employed in the United States in July, Texas had 20,000 and California 23,900. Most of the Texas workers moved from south Texas to cultivate cotton and sorghum grain in the High Rolling Plains area. In California, intrastate workers were engaged chiefly in gathering apricots, peaches, other fruits, and tomatoes.

(*Continued on page 27*)

es newsletter

NEIGHBORHOOD YOUTH CORPS

A new organizational unit, the Neighborhood Youth Corps, has been created within the Manpower Administration of the Department of Labor. This is an outcome of the Economic Opportunity Act of 1964 and the responsibilities assigned to the Department in carrying out provisions of this antipoverty legislation.

The Neighborhood Youth Corps is concerned with a work-training program to develop full and part-time job opportunities for untrained, inexperienced young persons, to enable them to acquire occupational skills and good work habits. The NYC will assist State and local public agencies and private nonprofit organizations in identifying work which is in the public interest and meets established standards; in designing jobs and work processes which untrained youth can do and which will develop skills and habits needed for regular employment; and in coordinating such work experience with vocational and educational services in keeping with the special needs of youth being served.

In accordance with specified standards and criteria, the public Employment Service is responsible for the recruitment, counseling, testing, selection, and placement of enrollees for the Neighborhood Youth Corps. The U.S. Employment Service is to develop the programs to carry out Employment Service responsibilities, and plan and place selected programs in operation.

Regional headquarters for the NYC are to be located in New York City, Washington, D.C. (field), Atlanta, Chicago, Dallas, Denver, and San Francisco.

JOB VACANCY INFORMATION

Following the President's approval of job vacancy studies in 20 areas, proposed by Secretary Wirtz, the Bureau of the Budget has approved a mid-October starting date for a series of experimental surveys in four pilot areas. These are Providence, R.I. - Mass.; Birmingham, Ala.; Milwaukee, Wis.; and Portland, Oreg. - Wash. Initial surveys in the remaining 16 areas participating in the fiscal year 1965 experimental program are scheduled to get underway in November.

The job vacancy surveys are designed to obtain comprehensive information from employers on all job opportunities, by occupation, currently available in their

745-520 O - 64 - 3

establishments. Data will be used primarily in improving employment counseling and manpower operations of the public Employment Service, in assessing the need for new manpower training programs, and for labor market information and other statistical purposes. The surveys, to be conducted by the State Employment Services, will cover employers representing more than 50 percent of total nonfarm employment in each of the surveyed areas. The program is being developed jointly by the Bureau of Employment Security and the Bureau of Labor Statistics.

SELECTIVE SERVICE REHABILITANTS

Growing numbers of unemployed and underemployed youths who fail to qualify for the Armed Forces are seeking and getting help from the public Employment Service. This is an outcome of a cooperative arrangement that began in mid-February 1964 between the Selective Service System and the State employment agencies. Under this agreement, letters are sent to young men who fail the pre-induction tests, describing the services available to them and encouraging them to report to their nearest Employment Service offices.

By the end of August 1964, letters had been sent to 214,300 such individuals. Some 37,700 had reported to local offices and were interviewed. Of these, a large proportion were counseled and tested and 5,200 were placed in jobs by the local offices. Some 600 were enrolled in training courses and 500 referred to various other agencies because of special rehabilitative problems.

The lowering of the age level for Selective Service preinduction tests to 18 on July 1 obviously is having an impact on the response to the letters, for about 80 percent of those reporting were under 21. The program also is reaching school dropouts, for 80 percent of those who reported to the Employment Service offices did not graduate from high school.

CANADIAN OFFICIALS VISIT BES

Mr. William Thomson, Director of the Canadian National Employment Service, and Mr. James MacGregor, Director of the Canadian Unemployment Insurance Service, paid a visit to the Bureau of Employment Security in Washington, D.C. on September 14. Each was accompanied by a top member of his staff. They met with BES Administrator Robert C. Goodwin and officials of the U.S. Employment Service and the Unemployment Insurance Service, mainly to discuss U.S. experience in the separate administration of the two programs, especially in metropolitan areas. The Canadian officials spent the following day in New York City, discussing that area's lengthy experience in the operation of a complex system of physically separated ES and UI offices. A decision has been made, but not implemented, to separate the two functions in Canada, and to transfer the Canadian National Employment Service to the Ministry of Labour.

Home Management Training in Detroit

IRENE TICE

Improved home management skills, more satisfied employers, higher wages, and more job opportunities, as well as instilling pride in performance, are all aspects of a training program for domestic workers.

In February 1959, the domestic service placement program was centralized and an office was established in midtown Detroit to provide improved service to employers and applicants. Because of a lack of qualified job applicants, Home Management classes were started at two high schools with the cooperation of the Detroit Board of Education.[1] For the first 2 years, courses were of 6 weeks' duration, but they were extended by the Board of Education to 7 weeks in the third year. Classes are held from 7 to 9 p.m. 2 nights a week. One instructor is assigned to each school. Since the inception of the domestic training program, 371 women have been graduated in 21 classes.

Recruitment and Selection

To recruit candidates for classes, the applicant files were screened and call-ins made. Walk-ins, as well, were informed of the training opportunity. The same criteria for selection have been used throughout the program: An interest on the part of the trainee to improve her skills and her job opportunities, and some work experience.

Intensive efforts were made through counseling to motivate individuals to enroll in the course who were welfare and Aid to Dependent Children recipients. Employment Service personnel worked closely with the social workers to encourage participation.

Composition of the Groups

The median age of all trainees was 38 years, with a range from 18 to 62. About 25 percent were 45 years of age or older, and 22 percent were under 30. About 45 percent of the trainees were either welfare recipients or on ADC. About two-thirds were single, separated, or divorced. Nearly 70 percent had children; almost 40 percent of those with children had three or more. One of the trainees reported nine children in her family.

The median educational attainment of all trainees was the ninth grade. Only 1 percent reported no schooling, but about 10 percent had completed no more than the fifth grade. About 14 percent, however, were high school graduates.

Excluding more recent graduates from the analysis, the median period of time that the job applications of course graduates remained in the active file, after graduation, was 21 months. Applications of those doing daywork were held in this file for selection purposes. A substantial number of these have remained active for 3 or more years.

The average trainee has been referred 3.3 times to jobs and has been placed 2.5 times. Projecting these figures for the entire group, the number of referrals of trainees to date to domestic service jobs totals 1,200. The number of hires, including the recent graduates, totals 927, of which 650 were for daywork, and the remainder were permanent.

The incidence of refusals of jobs averages out at less than one per trainee. Principal reasons for rejecting job offers are distance and poor transportation. The principal reason for refusal of permanent jobs was unwillingness to "live in."

Problems Encountered

One of the problems encountered was training such academically heterogeneous groups. Basic reading and comprehension skills varied markedly; some of the trainees had difficulty in reading and understanding instructions. However, with individual assistance, this problem was not a major factor. In the course of

Mrs. Irene Tice is Supervisor, Detroit Domestic Placement Unit, Michigan Employment Security Commission.

One of the trainees receives her "Housekeeper's Manual" at the graduation exercises.

[1] *For an earlier discussion of the program see "Upgrading Domestic Employment," EMPLOYMENT SECURITY REVIEW, May 1960, page 24.*

745-520 O - 64 - 4

4 years, the educational level of those applying and being accepted for training has risen, thus allowing instructors more time to provide individual assistance to those few enrolled in each class who did not have the necessary basic academic skills. Trainees were not given literacy training but were assisted on an individual basis in understanding course content. The trainees were also urged to attend adult night classes in reading and writing skills that were offered at the same high schools.

Attendance Improves

Absenteeism and tardiness were prevalent during the early sessions of each class. Emphasis was placed on the importance of reliability and promptness on the part of any employee, and a discussion of the essentials of good work habits became an integral part of the training. As each course progressed, there was considerable improvement.

Another area in which special effort was required was to instill in the trainee a respect for the domestic work in which she would be engaged and a pride in high quality performance. All of the trainees had had some work experience, some in domestic daywork. In general, their pay rate had been low and they had encountered some undesirable working conditions. Continuing emphasis was placed on the fact that improving skills would eventually warrant increased remuneration, especially in the light of increasing demands for greater numbers of high quality workers. Also, it was emphasized that it will be mainly through improved services to employers that the respect due the important role of the domestic worker in the life of the community will be achieved.

Concurrently, as graduates have been referred to jobs, an educational program for employers, on an individual basis, has been going on. They had been apprised of the fact that a trained applicant is being referred and that the pay rate must be commensurate. As a result, the average pay rate of the trained domestic worker has increased.

Proposed Revisions in the Training Program

The Home Management Training Program has been reviewed jointly by Michigan Employment Security Commission staff and representatives of the Detroit Board of Education. Changes presently under consideration are:

1. Improved training facilities.

Classes are informal and held in apartment-like quarters of the high schools. However, there is a need for providing more space, additional household equipment, and appliances to provide trainees with more practical training. In this way they can learn to perform specific tasks more satisfactorily when they encounter them in actual job situations.

2. Expansion of the program from a 7-week to a 10-week course with a change in the curriculum.

The extended time will be used for expanded training of each subject and for more individualized attention.

Rather than one course covering all subjects, the training program would be divided into two separate courses:

Course I: A. Household Duties
B. Washing
C. Ironing

Course II: A. Simple Cooking
B. Table Setting and Serving
C. Child Care
D. Care of Aged

This division will permit trainees to concentrate on related areas of learning at a given time.

3. Increase in tuition fee from $3.75 to $5.00 for the course, because of longer duration.

4. Household Clinic for graduates presently employed.

The proposed clinic would be held weekly at the Domestic Placement Office where problems encountered by the domestic worker on the job will be discussed with a staff member. It is felt that this followthrough will also provide guidelines for pos-

(Continued on page 40)

A Pilot Job Vacancy Survey

The problems involved in making job vacancy surveys are explored in this story of a pioneer effort to develop techniques for use in a regular collection of job vacancy data.

Is high unemployment due to a lack of demand for labor? Or is it due to a mismatching of labor supply and labor demand? If it is the latter, could training the labor supply correct the problem? Do job opportunities diminish or virtually disappear in advance of an economic downturn? And do job opportunities increase before or after other economic indicators are on the upswing? These and many other questions about our labor demand cannot be answered until statisticians find a way to collect adequate information on job vacancies.

The Illinois Bureau of Employment Security, in collaboration with the Bureau of Employment Security, in the U.S. Department of Labor, undertook a "Feasibility Study of Problems in the Collection of Data on Job Vacancies," as a first step in the direction of developing techniques for the regular collection of job vacancy data.

The Illinois agency was eager to undertake this project since the Governor's Committee on Unemployment had recommended that the State develop "more accurate information on the changes in the job market, that is, knowledge of job openings and availability of qualified people."

This Committee, appointed by the Governor early in 1961 when unem-

ELIZABETH J. SLOTKIN

ployment was over 6 percent, was instructed to prepare a comprehensive set of recommendations for action to alleviate unemployment. These appeared in the REPORT OF THE GOVERNOR'S COMMITTEE ON UNEMPLOYMENT issued in January 1963.

Pursuant to the above recommendation, the Governor appointed as Chairman of an Advisory Committee on Job Vacancies Albert E. Rees, Professor and Chairman of the Department of Economics at the University of Chicago. Professor Rees had served as a member of the President's Committee to Appraise Employment and Unemployment Statistics (the Gordon Committee) and is eminently qualified to give leadership to this development of new data on the operations of the labor market. The Committee, consisting of representatives of organized labor, employers, and the public, has the assistance of several consultants from government agencies and universities. The Illinois Bureau of Employment Security has reported to this Committee the findings made in its feasibility study.

This study was based on a survey of small, medium, and large firms selected from the 20 largest industries in Chicago. Schedules obtained through interviews with 62 employers form the basis of the report.

The purposes of the survey were: (1) test a definition for the term "job vacancy;" (2) determine what kind of records on job vacancies are kept by employers; and (3) to determine what problems might be encountered in the regular collection of job vacancy data.

Experience has shown that a statistical program can be very much affected by the preconceived notions of respondents with regard to the items of information being collected. Consequently, the first problem was to determine what preconceptions respondents might have about the term "job vacancy." The interviewers were told to ask the employer to state his own definition of the term and then to follow with a series of questions on the schedule designed to probe more deeply into the exact meaning of his concept.

It was found that there is no common understanding of the term "job vacancy." However, most respondents would include in their definitions all newly created job openings as well as those due to replacement demand. Additional workers needed to maintain or meet production schedules would be included. Most employers stated that they would include in their list of vacancies those jobs filled the same day that they became open. However, reports of vacancies returned by employers seemed to omit such openings. Part-time jobs would be included, and key jobs which must be filled before additional workers could be hired *plus* the additional jobs would be listed. Most firms would list job openings where inability to recruit workers had caused the employer to schedule overtime for

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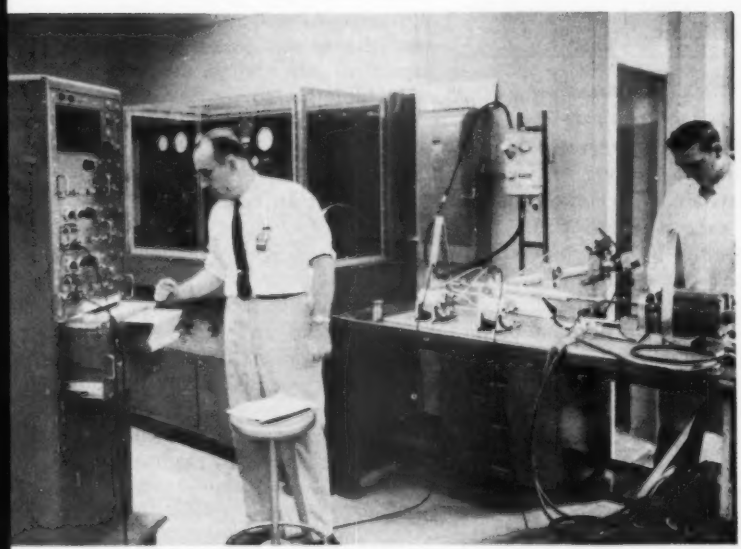
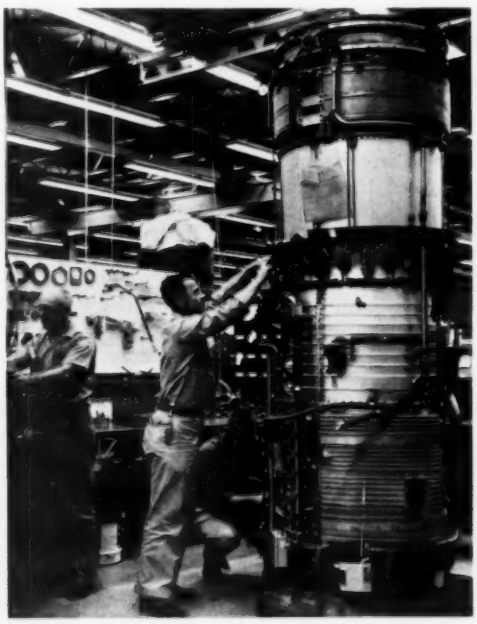
Hard-to-fill job openings are often in the highly skilled categories.





employees in similar occupations. A majority of the respondents would exclude callbacks of former employees from their list of job vacancies.

When the following definition of a job vacancy was given to respondents, most agreed that it was good: "All jobs lasting more than 3 days for which the firm is now actively recruiting workers." However, the phrase "lasting more than 3 days" raised some questions. Some employers construed this to mean that the job had to be vacant for 3 days before it could be counted, and others felt that any opening regardless of the duration of the job should be counted. These results indicate that further work needs to be done to arrive at a simple statement defining "job vacancy" so that the data collected would be based on a uniform concept.

Only one-fourth of the firms in the survey maintained formal records of job vacancies. Particularly in the smaller firms, such records are non-existent. Despite the lack of records, more than four-fifths of the firms interviewed reported that they could provide a listing of all vacancies by job title. However, this means that for regular collection of such data, a schedule would have to be in the hands of the respondent prior to the period for which the data are wanted.

Actual responses to a "Job Vacancies Employer Schedule" were sought from employers in the sample. Forty-five of the sixty-two firms returned these schedules. However, only 16 of the returned schedules contained any vacancies. Nevertheless, these 16 schedules with 69 vacancies listed under 65 titles presented a number of problems for the statisticians who attempted to classify the data. Coding the vacancies according to the DICTIONARY OF OCCUPATIONAL TITLES revealed that 15 of the titles were not exact enough to permit the assignment of an occupational code. For nine of these, two codes seemed equally appropriate, and for six, there were three or more codes equally appropriate. This led to the conclusion that, in a regular collection program, precoded schedules listing all occupations in the firm should be prepared for each respondent, if possible. Certainly, a great deal of information would have to be maintained on the jobs in each of the respondent firms if precoded schedules are not used.

The small number of job vacancies reported by employers in the sample led to doubts about whether jobs filled the same day as they become open had been included in the report. Nonmanufacturing firms, which have high turnover, reported fewer job vacancies in proportion to their employment than did manufacturing firms, where turnover is lower. This tends to confirm the view that not all existing vacancies were reported by the sample firms.

Comments on the reasons that job vacancies are hard to fill were not sufficiently specific. "Lack of qualified workers" was the principal reason given, with little reference to any problems related to wages, seasonal employment, working conditions, hiring requirements, etc.

A national conference on job vacancy research is currently being planned for an early date in 1965. Illinois pioneer efforts in this new and rapidly developing aspect of labor market information are expected to be presented at this conference, and hopefully, will be of value in setting the directions for future research in this field.

OCCUPATIONAL INFORMATION

(Continued from page 5)

studied at regular intervals at the same plant, e.g., every 2 or 3 years. In this way, a comparison of staffing patterns, process descriptions, and job studies will show new operations and the new or existing jobs that are or will be affected by the changes. Also gathered will be information on job relationships between existing and new jobs, and data will be obtained on transfer, promotion, and training practices used in any changeover to a new system. In this way, trends can be recognized and plans made for efficient training or retraining programs.

The enormous changes taking place in the job structure of the American economy require a reorientation to our approach in preparing people for work. All the experience amassed by the Employment Service underscores one fact: Of all the resources needed for the Nation's economic well-being and advancement, its human resources require the longest lead-time to become effective. It takes years—20 or more—for a child to grow into a mature and useful adult and a competent member of the labor force. However, his vocational preparation does not end here. Because occupations are changing at an increasing rate, workers must be prepared to change with them. People will be changing careers—not just jobs—three or four times in a lifetime.

In this setting, job preparation cannot be limited to the acquisition of individual job skills. It must prepare the individual for greater flexibility with respect to the range of jobs for which he is potentially suitable. A worker must plan his career in terms of a progression of occupations with periodic retraining to keep abreast of changing methods and techniques, application of new materials, and related knowledges required.

As the world of work changes, our techniques for studying the changing nature of jobs also will undergo modifications. Considerable emphasis already has been placed on the mental aspects of jobs and on the traits required of the worker for successful performance. Future job analysis studies may well tend to focus on the psychological aspects of jobs, namely, those factors and conditions that result in satisfaction or dissatisfaction, feelings of creativity or boredom, constructive participation in the work effort, or passive job performance.

To develop and provide in the most usable form the labor market information essential to carrying out the manpower programs designed to maximize opportunity and self-development for every American is a major challenge confronting the Employment Service. We must be equal to the challenge.

Smaller Communities Program Brings New Industries

S. HOYTE BLACKWELL

Through an active Smaller Communities Program, a manpower survey of employment potential in rural communities is helping to bring new industry and jobs to areas of low employment.

In spite of relatively low unemployment rates in Georgia metropolitan areas, several rural communities have experienced a lack of local job opportunities. Although the Georgia State Employment Service has extended its services to every county in Georgia, its success has been retarded for a long time in certain rural areas, largely because of a lack of placement potential. The problem was not a failure to recognize the obstacles to economic development. Local officials and Employment Service personnel were aware of the generally low family income and underutilized labor force but often experienced some difficulty in evaluating the communities' assets and resources sufficiently to attract new industry.

Georgia's recently expanded program of services to smaller communities offers a broad range of services, planned to insure the flexibility necessary to meet the individual needs to these areas. Since the communities face varying economic problems, the program was tailored to meet the specific requirements and potentials of each area.

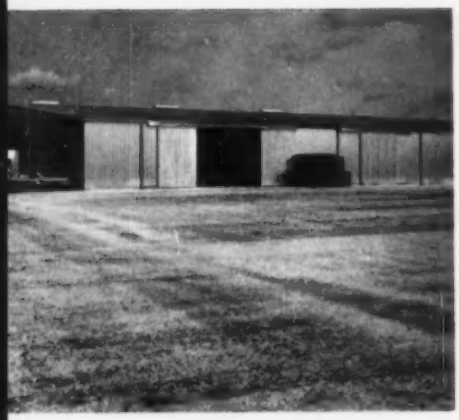
Wilkes County Survey

The Wilkes County Smaller Communities Program was undertaken in response to a request to the State Commissioner of Labor by the Executive Director of the Washington, Ga., Development Authority in November 1963. The manpower survey was conducted by a mobile team of five Employment Service personnel as follows: an employment counselor, who also served as the team leader, a labor market analyst, and three employment interviewers.

The Smaller Communities Program was introduced by the program supervisor in December 1963 at a meeting with Wilkes County community leaders. A subsequent meeting was held in Washington, Ga., in February 1964 with representatives of Wilkes County, consisting of local businessmen, civic leaders, public officials, the local office manager serving the area, the mobile team leader, and the program supervisor. Operational procedures were discussed in detail, a sponsoring committee was organized, and plans were made for the program's implementation.

On February 19, the local office manager met with a cochairman of the sponsoring committee to make arrangements with the principals of the two high schools to test and counsel those members of the senior classes planning to enter the labor force upon graduation.

S. Hoyte Blackwell is Supervisor of Employer Relations and the Placement Process, Georgia Employment Security Agency.



Karsen Industries, Inc., which manufactures mobile homes, is one of the new industries which have come to Washington, Ga.

The mobile team arrived in Washington—the Wilkes County seat, with a population of 4,440—on February 17. Testing and counseling of the high school seniors began the next day and were completed on March 3. The local newspaper made pictures of the team interviewing and testing at the schools for use in launching the publicity campaign for the manpower survey. A temporary office was opened for application taking, counseling, and testing. Later, temporary facilities for applicant processing were set up in five rural areas of the county.

The initial publicity, consisting of a headlined article in the county newspaper and radio spot announcements, was released on February 13. During the survey, publicity was maintained in Wilkes County by means of front page news stories, radio tapes, personal contacts with the general public, letters mailed to community leaders and rural residents by the County Agricultural Agent, fact sheets given to sponsoring committee chairmen and businessmen explaining the objectives of the survey, and a series of handbills distributed on the streets, at retail stores, and to homes.

In all, 2,467 individuals were interviewed during the manpower survey in Wilkes County. This was about 62 percent of the labor force of nearly 4,000. Applicants interviewed in the office who chose to take the GENERAL APTITUDE TEST BATTERY were scheduled for the test during the last 2 weeks of the survey.

Prior to the beginning of the manpower survey in Wilkes County, an organizational chart outling the various phases of the survey was drafted by the Smaller Communities Program staff. This chart contained a proposed committee to work in all phases of the survey. Its members would be recruited from local businessmen, civic leaders, and employees in various fields of work. This draft was adopted by the local sponsoring group in Wilkes County.

The sponsoring committee was headed by a general chairman whose responsibility was to coordinate the overall activities of the committee. A publicity chairman was appointed to handle publicity prior to and during the survey. An economic data chairman was selected to gather the information necessary for the Economic Base Report. Group cochairmen were appointed to work with the following industry worker groups in the county: Government; finance, insurance and real estate; civic organizations; contract construction; manufacturing; agriculture, forestry, fisheries; transportation, communication, electrical and gas utilities; service; wholesale and retail trade; unemployed workers and the general public. Because of the large number of persons in the governmental and manufacturing groups, deputies were appointed to assist the cochairmen of these two groups.

The duties of the cochairmen were to inform the employers and workers in their respective groups of the nature and purpose of the survey and to solicit their cooperation personally while the team was in the county. Most of the officers of the various committees were employers and employees within their respective areas of responsibility.

Each cochairman contacted the employers and employees in his group to set up a schedule for the mobile team to conduct on-the-job interviews. The mobile team later gave each employer application cards for distribution to his employees. Each employee was asked to take home an

Washington Post photos

The Smaller Communities Program may be able to make the future brighter for these Georgia workers.

application, complete it, and bring it back the next day. Space was made available in each establishment for personal interviews to be conducted at a date and in a manner which would not interfere with the operations of the establishment.

The mobile team began on-the-job interviews on February 24 and completed them on March 21. More than 1,700 applications were completed.

An important phase of the Smaller Communities Program in Wilkes County was the collection of information and statistics used later in the preparation of a comprehensive Economic Base Report. The ES labor market analyst worked closely with the sponsoring committee cochairman who was responsible for gathering pertinent economic resource data throughout the Wilkes County Study. A questionnaire type of information request was used to obtain data to assure that all significant questions were answered.

The Georgia State Employment Service has agreed to provide the Wilkes County Chamber of Commerce with a comprehensive report covering the tabulations of an Occupational Potential Inventory and an Economic Base Report for Wilkes County. The Employment Service has further agreed to interpret this material for this group and has made itself available to assist them in its use.

Two weeks prior to the close of the survey, Karson Industries, Inc., manufacturers of mobile homes, announced plans to locate in Washington, its first new industry in 15 years. Later this firm was approved for an ARA–OJT Program. Applications of the unemployed and underemployed taken during the survey are now being used to recruit staff for this new plant which is expected to employ about 150 men.

Copies of an Occupational Potential Inventory of Meriwether County were presented to the county's Industrial Development Committee in November 1963. This inventory has been used extensively in discussions about the available labor supply with industry representatives who were interested in locating in Meriwether County. The Employment Service office serving this county has worked very closely with five such employers. The county Industrial Development Committee has succeeded in attracting another employer—H. Goodman and Sons, Inc.—to Meriwether County. The local office manager believes that the Occupational Potential Inventory was a major factor in the decision of this plant to locate there.

The Welfare Training Center in Washington, D.C.

EDITH A. VERANT

Specialized services of seven government agencies in the Nation's capital join hands to rehabilitate mothers on relief rolls and get them into gainful employment.

The Welfare Training Project—designed, initiated, and supervised by the District of Columbia Department of Public Welfare—is a program utilizing the specialized services of seven government agencies. Its purpose is to enable mothers receiving Aid to Dependent Children grants to become self-sustaining members of the community, capable of supporting their children and providing them with proper care and supervision. These mothers and their children live in the residential training center during the 4-month training period.

The cooperating agencies are the District of Columbia Department of Public Health, the Board of Education, the Department of Vocational Rehabilitation, the United States Employment Service for the District of Columbia, the Recreation Department, the National Capital Housing Authority, and the Department of Public Welfare.

In order to understand the role of the Employment Service, it is also necessary to understand the part played by the other cooperating agencies.

The District of Columbia Department of Public Health provides medical examinations for the mothers and their children and instruction in family health. It provides necessary medical care so that trainees are in satisfactory physical condition to take the training offered and to meet any health requirements for occupations for which training is given. The Board of Education gives instruction in home management and foods, basic academic refresher training, development of skills related to service occupations, basic sewing, woodcraft, and furniture reupholstery.

The Employment Service gives the GENERAL APTITUDE TEST BATTERY to all the mothers, provides employment counseling, selective placement, referral to MDTA training programs if appropriate, referral to jobs after training, and employment followup. The Department of Vocational Rehabilitation provides physical and dental restoration, clinical psychological examinations, psychiatric evaluation, and vocational counseling. It also purchases specialized job training outside of the center and provides for on-the-job training and followup.

Through the Department of Recreation, the preschool children receive instruction in arts and crafts.

The National Capital Housing Authority assigns public housing to

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those mothers who are employed and ready to return to the community.

The Department of Public Welfare coordinates the services of the cooperating agencies and selects and processes Aid to Dependent Children mothers for admission to training. Twenty mothers with one or two children in the 2 to 5 year age range are carefully selected from the ADC rolls and offered the opportunity to participate in the project. The Department offers social services to mothers while in training and for as long as needed for personal adjustment after their return to the community. It gives training in parent-child education through class instruction and practical application in the nursery school. It conducts the committee meetings of the cooperating agencies to evaluate trainees for vocational planning and employment. It also enlists the services of other community resources when needed to supplement those given by the seven cooperating agencies.

The Welfare Training Center began operation April 3, 1961. As of June 11, 1964, a total of 150 mothers had been admitted to residence training and 104 to day training. The day training program began operation January 7, 1963, as an expansion of the training program. Mothers suitably established in the community attend daily classes at the center.

While the project is essentially a District of Columbia Government program, its success depends greatly on the cooperation and support of the entire community, for it involves resources offered by private organizations, employers, community groups, and interested volunteers.

Local ES Active From the Start

The USES for the District of Columbia has been involved actively in the planning and implementation of this new program of rehabilitation for employment from its inception. With the other agencies in the project, the ES has worked to effectuate the educational, physical, and vocational rehabilitation of young unwed and deserted mothers receiving ADC grants.

Since the purpose of the project is to rehabilitate the trainees to the point of employability and to place them in suitable, worthwhile, permanent jobs, much of the success or failure of the project depends upon the efforts of the USES counselor assigned to the project. Intensive counseling, job development, and employer visiting are required. The counselor makes a detailed examination of each trainee's background, physical and mental condition, aptitudes and interests, and socioeconomic situation, and then relates these findings to the labor market of Washington, D.C.

Trainee Characteristics

Regular evaluation meetings are held once a week. The USES counselor reviews her placement efforts on behalf of project trainees. The difficulty of this assignment becomes more apparent when we examine trainee characteristics in greater detail. The mothers participating in the project come mainly from broken homes. They have had to leave school anywhere from the 6th to the 10th grade because of economic reasons or pregnancy. Some have been married; most have not; some have one child; most have two. Those who are married have been deserted or have husbands in jail. Ages range from 17 to 35 years. Practically all have physical disabilities ranging from bad teeth and poor eyesight to chronic social diseases. Many have obvious personality disorders and psychoneuroses. Few have had significant training or work experience. Most of the trainees are completely lacking in motivation for work, and hope or desire for betterment is also often lacking.

Placement of an individual trainee often involves numerous telephone calls and personal visits to employers. It is necessary in almost every case to convince the employer of the vital nature of the project and to demonstrate how the individual can be an asset to his organization. This is extremely difficult to accomplish. The mere fact that the individual is a relief recipient is enough to arouse employer suspicion and rejection, but additional employer objection arises from the fact that the majority of the mothers are unwed. In spite of these obstacles, most of the girls have been placed satisfactorily and in line with reasonable occupational goals. As of May 15, 1964, 82 percent of the resident mothers who had completed training were gainfully employed. Examples of jobs involved are: Clerk-typist, nurse aide, salesclerk, accounting clerk, laboratory aide, presser, telephone operator, beautician, receptionist, and photographer's assistant.

Training Brings Successful Placement

It may be interesting to cite an example: One young mother entered the training center in an emotionally disturbed state. She had been deserted by her husband, and the Welfare Department had been supporting her two children for 9 months. She had never worked, but had partially completed a typing course during her 2 years in high school. On the basis of the USES counselor's advice, the Department of Vocational Rehabilitation counselor arranged typing training for this mother.

Upon completion of the training, the USES counselor attempted to find employment for her. This employment had to be suitable, not only in relation to skill requirements but also in relation to suggestions of the medical authorities treating her emotional disorder. After 4 months, a varitypist job was developed at $250 per month which met the necessary requirements. She is doing well and has received a substantial raise. She now supports herself and her children. Her emotional difficulties, which were also reflected in the actions of her children, have subsided.

Not only do we derive a genuine feeling of satisfaction from placing these women, but we feel we are advancing the latest concept of public welfare, which is to rehabilitate the recipients, get them off the relief rolls and into gainful employment. We are very proud that, through this program, we have helped to prove that this can be done.

Demand for Technical Manpower Eases

Despite an expanding national economy, the job market for engineers, scientists, and supporting technicians eased during the first half of 1964. Added layoffs from Government-financed space and defense-oriented programs, as in 1963, again contributed to a looser labor market for technical manpower. Although durable goods manufacturing and construction activity continued at the brisk pace which had lent a firmer tone to recruitment efforts last year, needs for additional technical manpower in these industries also tapered off. Consequently, between January and July 1964, interarea recruitment for engineers, scientists, and technicians by State Employment Services dropped over 16 percent. In the 30 major areas surveyed regularly by the U.S. Employment Service and affiliated State Employment Services, unfilled openings for technical workers fell by 16 percent, while the number of jobseekers grew by 10 percent.

The current easing of labor market conditions for technical manpower is one in a series of short-run shifts in supply-demand relationships for these workers linked to defense-oriented industries. Projections of nationwide needs for technical manpower suggest that the United States requires more of these workers than are being trained either on the job or in academic institutions.

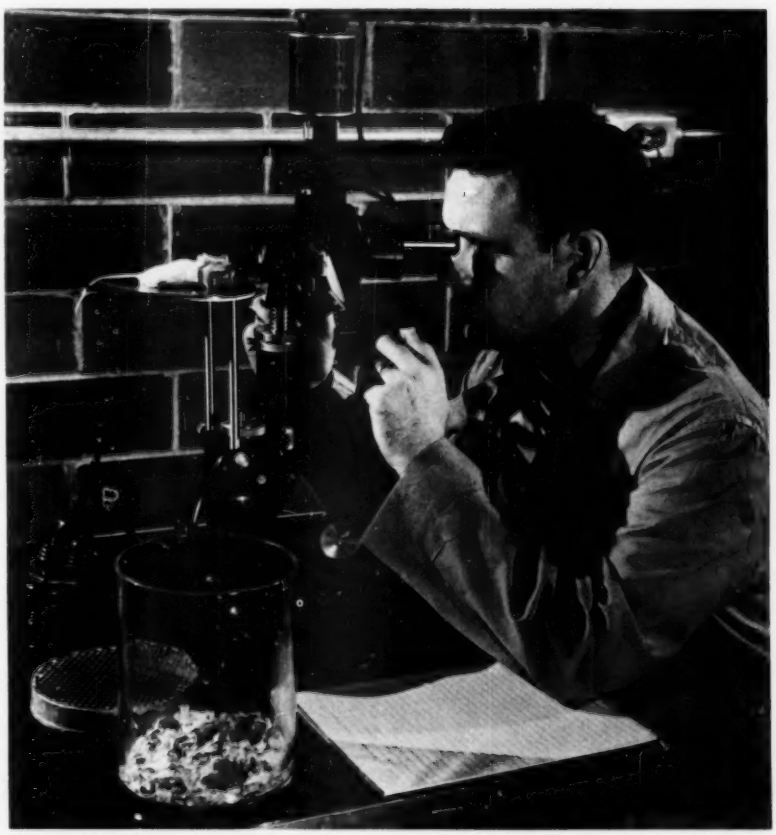
Major changes in supply-demand relationships for engineers, scientists, and supporting technicians followed the aerospace and missiles buildup which reached its peak in mid-1962. Since that time, marked shifts have occurred in the location and nature of government-financed aerospace, defense, and related activities.

The impact of the terminations, completions, or cancellations that developed as a result of these shifts is clearly reflected in the changed ratio of applicants to unfilled openings in 10 major East and West Coast centers. These centers are Baltimore, Boston, Washington D.C., Los Angeles-Long Beach, Newark, New York, Paterson-Clifton-Passaic, Philadelphia, San Francisco-Oakland, and Seattle. In mid-1962, there were fewer than two jobseekers for each unfilled opening registered at public employment offices in these areas; by mid-1964, this same ratio was almost 8 to 1. In contrast, an upturn in durables manufacturing and construction, as well as the letting of new contracts in aircraft, space, and similar government-financed projects led to some tightening in labor markets in other areas, largely in the Midwest. In areas such as Chicago, Cleveland, Detroit, Louisville, and Milwaukee, stepped-up requirements for technical manpower reflected local expansion in construction and in the automobile, farm equipment, nonelectrical machinery, and aircraft industries.

R&D Needs for Engineers Slide

By mid-1964, all of the surveyed occupations had been affected by the

Natural scientist.



Laboratory technician.

slide in demand, but the sharpest declines occurred in the engineers' job market. Job openings for engineers listed with the U.S. Employment Service were at the lowest level since early 1958. This year's softer market for engineers was characterized by sharply curtailed recruitment for aerospace and related industries, and layoffs resulting from completed, canceled, or terminated work schedules. As a result, there were four engineering applicants for each unfilled opening in the 30 reporting areas this spring. The ratio of applicants to openings was the highest in the 6-year history of this survey. Similarly, hard-to-fill jobs for engineers placed in interarea recruitment by State Employment Services dropped to the lowest level in 6 years.

Overall decline in demand for engineers qualified for defense and space-related research and development has resulted in surpluses of qualified applicants in many of the major East and West Coast centers. Nevertheless, some other areas, such as Binghamton, Cape Kennedy, Huntsville, and St. Louis, continued to report shortages of engineers qualified for aerospace and related programs.

A more abundant supply of job-seeking engineers led to greater employer selectivity as 1964 progressed. Age, specialized experience, education—all came under closer scrutiny. Area reports continued to emphasize employer preference for recent engineering graduates or applicants with experience in conventional functions in manufacturing and construction rather than for applicants with research orientations and defense-related experience.

A modest improvement in the civil engineers' job market helped brighten the general picture. The pickup in demand for civil engineers appeared to be more than seasonal. Hard-to-fill needs were for persons adept in highway design and specifications checking in many types of construction.

Natural Scientists Also Affected

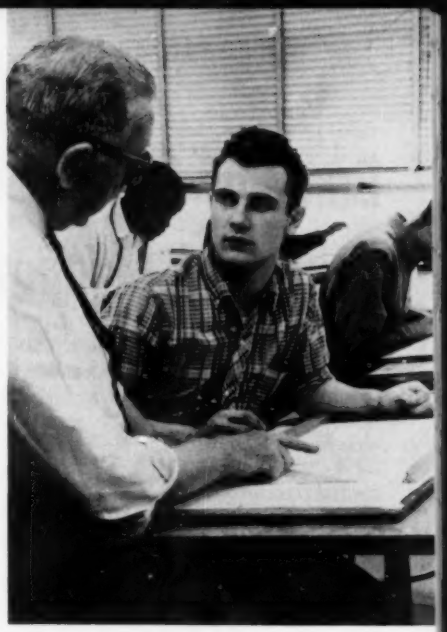
Physicists, mathematicians, and statisticians also found a more restricted labor market this summer because of curtailed recruitment for Government-financed research and development programs. Although the number of such workers seeking jobs through public employment offices changed little from a year ago, employment prospects did shrink noticeably in the 30 areas surveyed. In May, employers could select from between four and five applicants for each opening registered in the reporting areas. As a result, interarea recruitment fell sharply.

By mid-1964, the slide in demand for physicists in aerospace research, as reflected by activities of the public employment services, brought into focus hard-to-fill needs for Ph. D. holders among employers of research and development experts. In Los Angeles-Long Beach, for example, the Ph. D. was required for four out of every five jobs available for physicists. Mathematicians seeking jobs in that labor market also needed an advanced degree. Similar requirements were common in other areas. However, some employers in Washington (D.C.), Houston, and Milwaukee were reportedly willing to accept applicants with a bachelor's degree.

Employment prospects for chemists in the 30 reporting areas improved mildly during the first half of 1964. Increased openings were evident among food processors, plastic, rubber, and polyester producers as well as consulting firms. Though the step-up in demand during the period was largely in Chicago and Newark, the largest numbers of unfilled jobs were in Washington (D.C.) and

(Continued on page 33)

This article summarizes a semiannual analysis of labor market conditions for engineers, natural scientists, draftsmen, and laboratory technicians. It is based on reports from affiliated State Employment Services on current conditions in 30 major labor market areas; statistics on job openings for selected engineering, scientific, and technical occupations placed in interarea recruitment by public employment offices throughout the country; and on information obtained from various government agencies, professional societies, and other sources. Statistical references are based on Employment Service activity only. The complete report on the first half of 1964—"Current Labor Market Conditions in Engineering, Scientific, and Technical Occupations, August 1964"—is available on request to the Branch of Skill and Industry Surveys of the U.S. Employment Service, U.S. Department of Labor, Washington, D.C., 20210.



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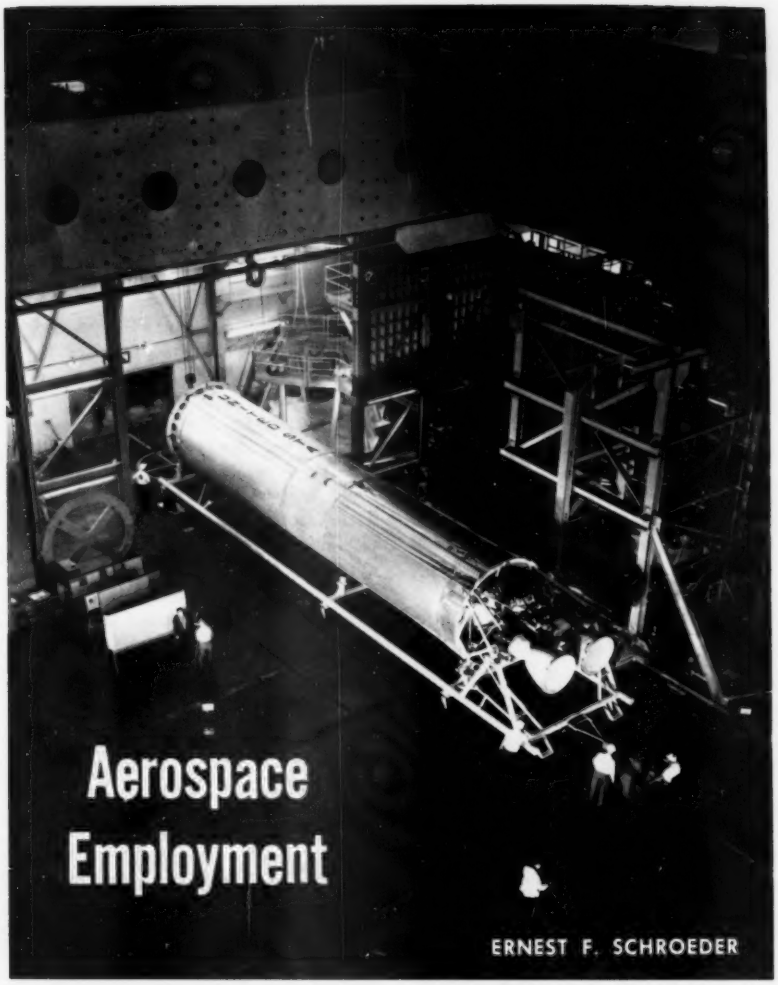


Photo courtesy News Bureau, Martin Company

The first stage of the two-stage Titan II, to be used as a booster for the forthcoming two-man Gemini space program.

Missile and space vehicle employment (excluding aircraft) in 1963 failed to show an annual increase for the first time in 6 years, according to a survey by the U.S. Employment Service and affiliated State Employment Services. In August 1963, surveyed firms employed 725,000 missile and space vehicle workers—1.3 percent fewer than in August 1962. Workers engaged in aerospace activities, including manned aircraft, totaled 1,136,500 in August 1963.

As of June 1964, aerospace employment had declined from its August 1963 levels in a number of the Nation's labor market areas, according to reports received from State Employment Services affiliated with the U.S. Employment Service.

Employment Concentrated in Three Industries

Missile and space vehicle employment was distributed among 20 major industry groups in August 1963. However, about 504,000 workers, or 70 percent of its 725,000 work force, were in ordnance, electrical machinery, and aircraft.

Aircraft plants have not retained their proportionate share of the missile and space vehicle work force. In October 1959, about one out of every three missile and space vehicle workers was employed in an aircraft plant, compared with one out of every five in August 1963. This shift in missile and space vehicle employment from the aircraft industry results partly from changes in industry code classifications and not necessarily losses from aircraft-owned companies. For example, if an aircraft plant should shift its prime activity to the manufacturing of completely assembled missiles and space vehicles, it would be reclassified in the ordnance industry.

Little Change in Employment

Declines in missile and space vehicle employment over the year ending August 1963 occurred in 8 of the 20 major industry groups, with the largest losses in electrical machinery (13,400), ordnance (3,200), and aircraft (8,200). Within the aircraft industry, the missile decline was counterbalanced by a modest gain of 1.5 percent, or 6,200 workers, engaged in manned aircraft production activities. Overall, surveyed aircraft plants reported virtually no change in employment. The most significant gains were by commercial firms engaged in laboratory research, development, and testing; nonprofit scientific research organizations; and the Federal Government.

Among the various industries employing at least 5,000 or more missile and space vehicle workers, ordnance had the highest proportion of its work force in missile and space vehicle work (67 percent); the aircraft and electrical machinery industries followed with 24 and 11 percent. Fewer than 10 percent of the workers in the remaining industry groups were so engaged.

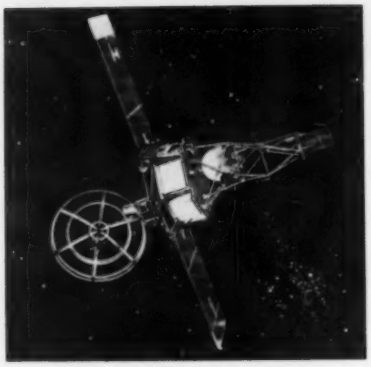
Ernest F. Schroeder is in the Branch of Skill and Industry Surveys, U.S. Employment Service.

This article summarizes Industry Manpower Survey No. 111, the fifth in a series of studies on the "aerospace" industry, encompassing missiles, space vehicles, and aircraft, prepared by the U.S. Employment Service. The current analysis is based largely on reports from 647 establishments submitted in August 1963 by State Employment Services. Surveyed aircraft establishments accounted for 88 percent of the aircraft industry's estimated employment. Previous studies were reported in the following Industry Manpower Surveys: No. 105, August 1962; No. 102, August 1961; No. 95, October 1959; and No. 93, October 1958. Copies of No. 111, soon to be released, may be requested from the U.S. Employment Service, U.S. Department of Labor, Washington, D.C., 20210.

For purposes of the study, missile and space vehicle activities were defined to include research, development, or production of complete missiles and space vehicles and/or component items—such as launching vehicles (rockets), satellites, missile air-frames, ground control and testing units, propulsion units, warheads, fuel, reentry vehicles, electronic and other parts designed for inclusion in the missile or space vehicle—or in ground support equipment. Not included in the survey were contract construction activities such as the building of missile launching bases or test sites.

South and North Central States Employment Up

In the August 1962 survey, each of the Nation's four principal census regions experienced substantial over-the-year gains in missile and space vehicle employment. In contrast, in August 1963, regional over-the-year gains were limited to the South (6,400) and the North Central region (2,100). In the South, substantial declines in Maryland and West Virginia were counterbalanced by heavy gains in Alabama, Florida, and Louisiana. In the North Central region, significant declines in Indiana, Michigan, and Minnesota were offset by appreciable gains in Kansas, Missouri, and Ohio.



Mariner interplanetary spacecraft.

The Northeast experienced a drop of 14,700 workers, with Massachusetts and New York accounting for most of the decline. Heavy layoffs in Washington resulted in an overall loss in the West, despite the gain of 9,400 in California.

Over-the-year changes in missile and space vehicle employment did not affect significantly regional distribution of the activity's total work force. The West continued as the principal missile and space vehicle center, employing slightly over half the missile and space vehicle work force, the Northeast and South, about one-fifth, and the North Central States, about 11 percent.

The Atlas-Agena booster with the Ranger A spacecraft mated to it stands ready for the countdown at Cape Kennedy. Sixty-six hours after launch, the spacecraft took photographs of the surface of the moon just prior to impact.

NASA photo.

Employment Centered in Relatively Few Areas

In 1963, about 70 percent of the Nation's missile and space vehicle personnel worked in only 22 of the Nation's 150 major labor market areas. Missile and space vehicle employment for all 22 areas declined by slightly over 2 percent—somewhat more than the national average.

The Los Angeles-Long Beach area, with about one-fourth of the missile work force in August 1963, represented the country's leading missile and space vehicle center. When missile employment in the Sacramento, San Bernardino-Riverside-Ontario, San Diego, and San Jose labor market areas is combined with that in the Los Angeles-Long Beach area, the five industrial centers in California account for almost two-fifths of the Nation's missile and space vehicle work force, about the same as the year before. Other principal centers were Boston, Dayton, New York, Philadelphia, and Seattle.

Variations in missile employment significantly affect an area's economy and job opportunities. Missile and space vehicle employment constituted more than 10 percent of all nonagricultural wage and salary employment in 2 of the 22 areas, with San Jose having the highest concentration (15.2 percent). Other areas with relatively high proportions (from 6 to 10 percent) were Dayton, Lawrence-Haverhill, Los Angeles-Long Beach, San Bernardino-Riverside-Ontario, San Diego, Salt Lake City, and Seattle. Lawrence-Haverhill, Philadelphia, and San Diego—classified in August 1963 as having substantial unemployment—reported significant over-the-year employment decline in missile activities. Since August 1963, further layoffs occurred in aerospace plants in these three areas, which were still in the substantial unemployment category as of August 1964. In addition, continued layoffs in the Seattle area contributed to its classification as an area of substantial unemployment in August 1964.

Employment Concentrated in Large Establishments

A majority of missile and space vehicle workers are in large establishments. In August 1963, 78 establishments—about 13 percent of the total reporting—employed at least 5,000 workers each and accounted for more than half of all missile and space vehicle employment. Moreover, 9 out of every 10 of the work force were employed in establishments having at least 1,000 workers. While large establishments employ most missile and space vehicle workers, such workers constitute a smaller proportion of the work force in large establishments than in smaller firms.

As a whole, establishments employing fewer than 250 workers experienced the largest over-the-year losses. These firms, where 73 percent of their work force was in missiles and space vehicles, also relied more heavily on missile and space vehicle contracts to continue in business.

Aircraft Employment Trends in Reporting Establishments in Selected Major Labor Market Areas August 1962–63

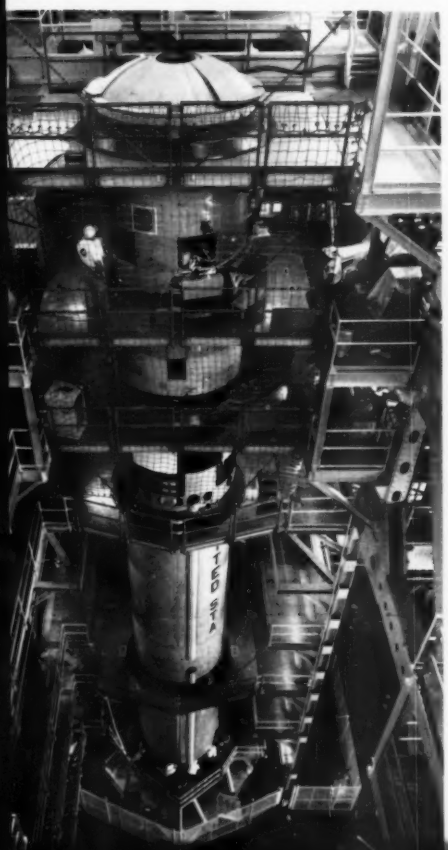
Area	Employment August 1963				
	Total aircraft	Missiles and space vehicle only	Percent Change from August 1962 [1]		Aircraft as percent of mfg. employment
			Total aircraft	Missiles and space vehicle	
Total, U.S.	564.6	153.1	−0.4	−5.1	3.3
Total, 22 areas [2]	483.3	121.3	+0.4	−7.3	10.8
Percent, 22 areas of U.S. total	85.6	79.2			
Los Angeles-Long Beach, Calif.	100.7	30.6	−1.0	+10.6	11.8
Hartford, Conn	41.4	0.2	+1.0	+1.6	42.2
New York, N.Y	36.8	2.7	+14.2	+50.7	3.2
Wichita, Kans	25.7	1.8	−10.3	+207.3	63.8
San Diego, Calif	15.1	4.7	−10.4	−35.6	26.6
Cleveland, Ohio	8.8	2.4	−1.2	+24.2	3.3
Buffalo, N.Y	5.7	1.2	−3.0	−59.0	3.6
Phoenix, Ariz	5.0	0.9	+4.1	+30.4	12.5

[1] Percent is based on establishments reporting data for both periods; plants in matched sample account for about 96 percent of total current employment.
[2] Includes only areas with 5,000 or more workers in reporting aircraft plants.

Source: U.S. Employment Service, based on data from State Employment Service agencies.

The first flight model of the new Gemini 2-man space program series is a modified Air Force Titan II, shown here in fully erected flight position.

Photo courtesy News Bureau, Martin Company.



Missile Decline Checks Job Rise

Employment in surveyed aircraft establishments, including both manned aircraft and missile and space vehicles, totaled 564,600 in August 1963, only 0.4 percent less than in August 1962. Failure of aircraft employment to increase was attributable to the decline in the industry's missile and space vehicle segment. Over the year ending August 1963, missile and space vehicle employment in aircraft plants declined 5.1 percent to 153,100, while workers in the production and development of aircraft increased a modest 1.5 percent to 411,500.

Employment in aircraft plants (SIC 372) from January through June 1964 averaged about 2.4 percent below the comparable period in 1963, according to Bureau of Labor Statics data.

As of June 1964, Bridgeport, Buffalo, Cincinnati, Columbus, Dallas, Hartford, Indianapolis, Los Angeles-Long Beach, New Haven, New York, Paterson - Clifton - Passaic, Philadelphia, Sacramento, and Salt Lake City had experienced a downtrend in aircraft employment from August 1963. San Diego and Seattle had further heavy declines through the first half of 1964.

Downtrend Likely in Aerospace Employment

While proposed cutbacks in certain defense programs may initiate a downtrend in aerospace employment, other military programs may receive increased emphasis, depending upon technological innovations and our military commitments throughout the world.

Expenditures for research and development in fiscal 1965 by the National Aeronautics and Space Administration (NASA) are expected to reach an alltime high of $3.9 billion, an 11-percent increase over fiscal year 1964, compared with an 85-percent increase between fiscal years 1963 and 1964. While sizable, the $3.9 billion accounts for less than one-fourth of fiscal year 1965 Federal aerospace expenditures and probably

Trends in Aerospace Employment in Reporting Establishments by Type of Activity, August 1962–63

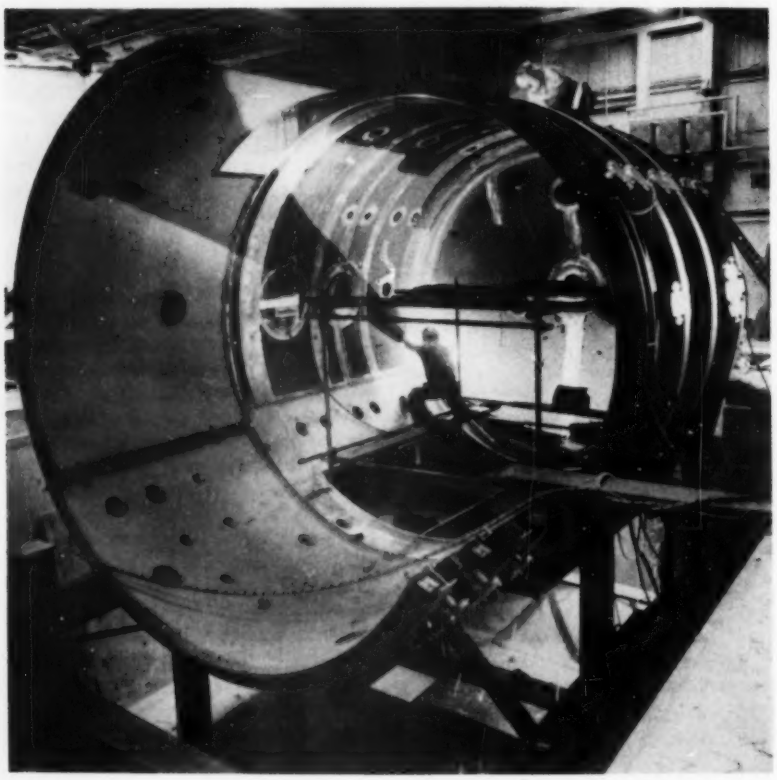
Type of activity	Employment August 1963	
	Number (000)	Percent change from Aug. 1962 [1]
Total, missile, space vehicle, and aircraft (unduplicated count)	1,136.5	−0.3
Total, missile, and space vehicle [2]	725.0	−1.3
Within aircraft industry	153.1	−5.1
In other industries	571.9	−0.2
Total, aircraft [2 3]	564.6	−0.4
Excluding missile and space vehicle	411.5	+1.5

[1] Percent change is based on establishments reporting data for both 1962 and 1963; plants in matched sample account for 99 percent of total current employment.

[2] The employment totals for each of the 2 subcategories add to more than the overall unduplicated total, since each category includes missile and space vehicle employment within the aircraft and parts industry (153,100).

[3] Category is comparable to "Aircraft and Parts Industry" as defined by the Standard Industrial Classification Code.

Source: U.S. Employment Service, based on data from State Employment Service agencies.



Under construction is a space simulator for manned missions in which two men in space suits can conduct tests at simulated altitudes of approximately 1,500,000 feet.

will not have an effect on aerospace employment, because of possible declines in other defense aerospace expenditures.

In the remaining segment of aerospace activity—civilian aircraft production—sales are expected to increase at least during 1964, aided by orders for jet freighters, helicopters, and general aviation aircraft, according to the Aerospace Industries Association.

Technical Staff Continues to Increase

Rapidly expanding technology in the aerospace field has resulted in a substantial change in the composition of the industry's work force. According to the Bureau of Labor Statistics, nonproduction workers, including scientists, engineers, and other technical personnel, rose to 45.2 percent of the work force in aircraft plants in 1963 from 34 percent in 1957. A further indication of the growth in the aerospace technical staff is the substantial increase in scientists and engineers in research and development activities. According to a survey sponsored by the National Science Foundation, research and development scientists and engineers engaged primarily in aircraft and ordnance industries (the latter is largely missiles) increased some 44,000, or about 72 percent, between January 1957 and January 1963. From 1957 through 1962, moreover, research and development activities funds increased $1.6 billion, or 60 percent, to $4.2 billion.

Despite this sizable increase, there may be a slackening in the rate of growth of the scientific and technical work force in aerospace plants, as a result of curtailments in military spending anticipated in the near future. Occupational information from State Employment Services through March 1964 indicates that the slackening has already begun.

Difficulty in Filling Skilled Jobs

While there has been a leveling off in missile and space vehicle activities, almost three out of five surveyed establishments reported difficulty in filling some jobs. In two out of every five firms, skilled workers were in short supply, most commonly engine

Missile and Space Vehicle Employment Trends in Reporting Establishments by Selected Major Labor Market Areas, August 1962–63

Area	Total (000)	Missile and space vehicle employment	
		Percent change Aug. 1962 to Aug. 1963	Percent of nonagricultural wage and salary employment
Total, U.S.	725.0	[1]−1.3	1.3
Total, 22 areas	517.5	−2.2	3.1
Percent: 22 areas of U.S. total	71.4		
Los Angeles-Long Beach, Calif.	176.2	+2.2	6.7
San Jose, Calif.	39.5	+9.7	15.2
Philadelphia, Pa.	30.9	−9.2	2.0
San Diego, Calif.	25.4	−20.1	9.6
New York, N.Y.	22.5	−8.3	0.5
San Bernardino-Riverside-Ontario, Calif.	18.6	+43.2	8.9
Dayton, Ohio	18.1	−0.6	7.3
Boston, Mass.	16.8	−19.9	1.6
Minneapolis-St. Paul, Minn.	14.6	−4.6	2.4
Washington, D.C.	13.0	+18.5	1.6
St. Louis, Mo.	11.4	+20.4	1.6
Baltimore, Md.	10.4	+33.0	1.6
Newark, N.J.	6.4	+4.9	1.0
Dallas, Tex.	5.7	−6.7	1.3

[1] Based on establishments reporting for both periods.

NOTE: Major areas shown include only those with missile and space vehicle employment of 5,000 or more. The following 14 areas are not listed separately to avoid disclosure of information for individual establishments: Atlanta, Bridgeport, Cincinnati, Columbus, Dallas, Fort Worth, Indianapolis, New Haven, Paterson-Clifton-Passaic, Philadelphia, Sacramento, Salt Lake City, Seattle, and St. Louis.

Source: U.S. Employment Service, based on data from State Employment Service agencies.

lathe operators, machinists, milling machine operators, tool and die makers, and welders. Some of these metalworker needs, however, may have been in jobs not related to missiles and spacecraft.

A number of training programs were established under the Manpower Development and Training Act (MDTA) and the Area Redevelopment Act (ARA) during the past year to fill aerospace and related jobs in short supply. For example, MDTA training was provided in Fort Worth, Tex. for machine shop, tool design, and template workers for employment in an aircraft plant. Of the 496 individuals enrolled as machine shop trainees between July 22 and November 4, 1963, 434 completed the course and 393 were placed. In template making, 80 were enrolled between August 12 and September 9, 1963; 73 completed the course, and 64 were placed. Of the 50 enrolled between July 8 and August 12, 1963, as tool designer trainees, 40 completed the course and 37 were placed. In St. Petersburg, Fla., 41 trainees were enrolled in July 1963 in a 1-year microminiaturization course.

MDTA courses for arc welders were set up in Marion, Ohio, and ARA courses for electronic mechanics in Cambridge, Ohio. Of the 128 enrolled in arc welding between June 17, 1963 and January 6, 1964, 115 completed the course and 82 were placed. The ARA course had an enrollment of 60, with 51 completing the course and 38 obtaining employment. A basic machine shop course in Danbury, Conn. had 13 enrollees, of whom 10 completed the course and 9 found jobs.

FARM LABOR MARKET

(*Continued from page 10*)

The major migration was from the South Coast area to the San Joaquin Valley.

Foreign Workers Harvest Fruits and Vegetables

Of the 54,400 foreign contract workers employed in the United States in mid-July 1964, 50,100 were Mexican, 2,700 British West Indian, 1,300 Japanese and Filipino, and 300 Canadian. California reported 32,600 Mexicans, of whom 15,600 were harvesting strawberries, melons, citrus, and other fruits; 8,700 were harvesting lettuce, tomatoes, and other vegetables; 2,600 were cultivating sugarbeets; and 5,700 were in miscellaneous activities. Nearly all of the 1,300 Japanese and Filipino workers were harvesting California vegetables. Most of the 7,900 Mexicans in Texas and all of the 3,700 in Arkansas were cultivating cotton. Arizona had 1,000 Mexicans in vegeable harvesting and other work. Most of the remaining Mexicans were cultivating sugarbeets and vegetables in Colorado and other States.

The majority of the 2,700 British West Indians tended tobacco in Connecticut and Massachusetts. Canadians culivated potatoes in Maine.

A decline of 3,700 from July 1963 in Mexican-worker employment resulted largely from lower cotton-cultivation requirements in Texas and Arkansas. All States except Colorado using significant numbers of Mexicans reported lower Mexican-worker employment this July than last. Except for Arkansas, all had higher domestic-worker employment.

British West Indian employment was slightly higher than in the preceding July, largely because fewer domestic workers were willing to take tobacco jobs in Connecticut despite higher wage rates. In Florida, however, higher wage rates attracted more domestic workers to sugarcane work, causing a drop in British West Indian employment.

Scenes from busier days in the West Virginia coal mines.

From Coa

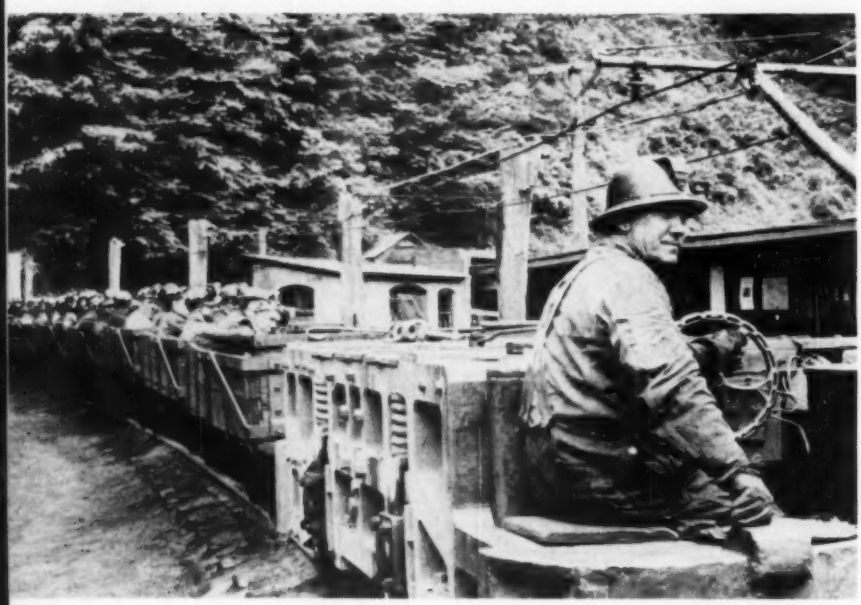
Coal Miners Make the Transition

JOHN O. CRAWFORD

The West Virginia State Employment Service takes positive steps to help the State's unemployed coal miners get copper mining jobs in Butte, Mont., through the cooperation of the Montana State ES and the Anaconda Company.

On December 10, 1963, we received a telephone call from Kirby D. Crowley, Training Supervisor for the Anaconda Co., Butte, Mont. Mr. Crowley was familiar with the West Virginia State Employment Service and knew from previous experience what he could expect from it. He said, "The company is well satisfied with West Virginia miners who are working for us now. We are still getting about five per month from your State. Four out of ten stay. We are starting on the second phase of expansion now, and will need 200 more men starting after the first of the year. We would like to conduct positive recruitment in your State again, starting in where we left off last time. Would you advise us by letter what could be reasonably expected in specific local office areas?"

John O. Crawford is State Clearance Supervisor, Charleston, W. Va.



This working relationship between the Anaconda Co. and the West Virginia agency began in May 1962 when we conducted a survey in the coal mining areas to determine whether it would be feasible for the Montana Employment Service to clear orders for the Anaconda Co. to our State to recruit underground miners. As a result of this survey we were able to report to the regional office of the Bureau of Employment Security, Chambersburg, Pa., that positive recruitment under such orders should be productive. Late in October 1962 we received a clearance order for miners from the Montana agency with positive recruitment to be conducted by Mr. Crowley. As a result, 85 men reported to Montana for employment. During 1963, except for brief periods, we continued to recruit and refer miners on a mail referral basis.

As a result of the telephone call, recruiting activities were stepped up considerably. On January 6, 1964, copies of the clearance order were received from the Montana agency. The Beckley, Bluefield, Clarksburg, Fairmont, Grafton, Logan, Montgomery, Morgantown, Ronceverte, Welch, Wheeling, and Williamson local offices had been tentatively selected for positive recruitment. We were ready to discuss the order; establish a recruitment schedule; ar-

(*Continued on page 33*)

to Copper

A+B+C=$19.59

CLAYTON A. GARNER and GEORGE A. KNIEPP

The pioneer spirit of the Old West comes to life in this story of unemployed coal miners of Appalachia who, through the interarea recruitment system, are moving away from poverty to jobs and a new life in Butte, Mont.

The simple equation A+B+C=$19.59 denotes an unemployed coal miner from the poverty of—A (Appalachia) transported to a metal mining job in—B (Butte, Mont.) by means of—C (Clearance), and a new start for him at a day's pay of $19.59.

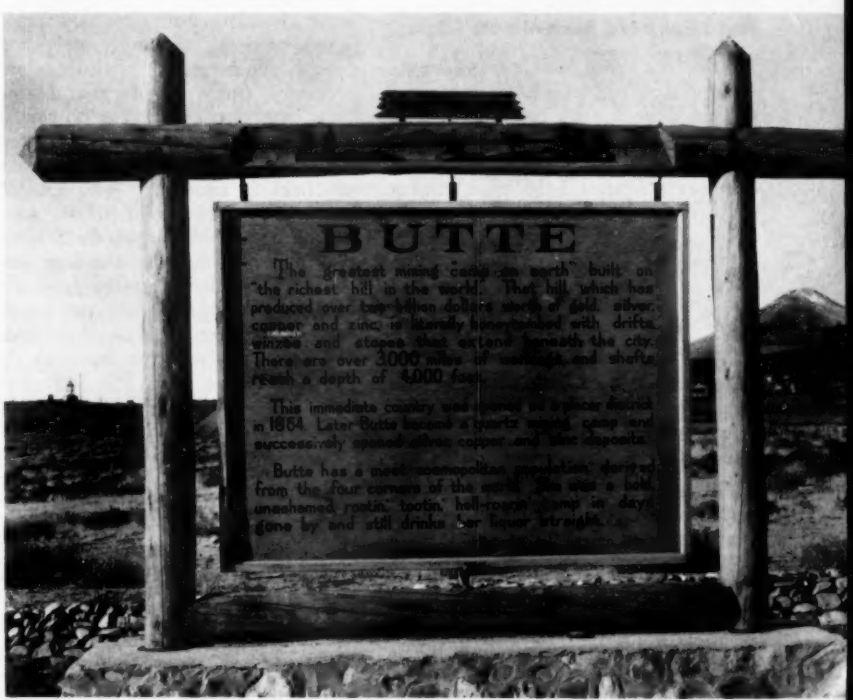
Most of the newcomers are from the hills and valleys of West Virginia where the decline in coal mining employment has been most severe. They now look to Butte—"The Richest Hill on Earth"—for a new start and a chance to accumulate something more than the bare necessities of life. Here they have the opportunity for a home of their own, an automobile, new furniture and appliances, and a chance of higher education for their children. These were but distant dreams in the past. In Butte, the miners hope to make them come true.

Few of them know that this century-old mining camp of 46,000 people has had a rough and tumble, and sometimes even a violent career. Butte still likes to remember the spectacular roles played by its prospectors, miners, and politicians in shaping not only the destiny of Silver Bow County, of which Butte is the county seat, but sometimes of the entire State as well. During its early history, the camp heard the thunder of many legal battles and the fury of miners contesting claims and claim jumping.

All that is in the past. It does, however, provide the oldtimers with a good opportunity to regale newcomers with astonishingly accurate accounts of the lusty past. It's a long way back to 1875 when a prospector's pick scratched a hole in a hill overlooking Butte and set the stage for a farflung copper empire.

From that time until the present, Butte, like any other mining camp,

The West Virginia miners readily adapted to work in the copper mines of Montana.



A familiar sight at the outskirts of the city.

Clayton A. Garner is Manager of the Butte Office, and George A. Kniepp is Information and Training Officer, Montana State Employment Service.

has had its ups and downs. Copper prices rode up and down the price scale. Production diminished and then climbed again. Employment was on a seesaw schedule during times of stress and strain. But the spirit and fortitude which sustained the early-day prospectors never really left the mining camp. Butte has always had an eye on the future even in times of adversity. Fiercely independent, this mining camp has always had a reputation for doing things its own way.

Silver Bow County (Butte) is the leading minerals-producing county in the State. Considering the size of the State, it represents a substantial concentration of wealth in a small area. Copper production alone from 1862 to 1959 was valued at $2.5 billion. In addition, zinc, lead, silver, and gold are extracted from the veins which lie beneath the city of Butte. Butte likes to boast of being "a mile high and a mile deep." It sits astride the Continental Divide 5,767 feet above sea level while vertical mine shafts drop nearly 5,000 feet below the surface. It is here that over a fifth of its labor force is employed.

Need For Hard Rock Miners

In recent years, new mining methods and developments have permitted the mining of vast reserves of low grade copper ore by the block-caving and open pit methods. Since that time, experienced hard rock miners have become increasingly hard to find. At the same time, the long-term decline in coal mining operations in the Eastern United States has left many coal miners without jobs. Recruitment efforts of the Anaconda Co. have looked to the depressed coal mining areas to fill vacancies at the Butte metal mines. Working conditions and physical demands for both are closely related. A coal miner used to working underground can easily adapt to metal mine working conditions.

The original clearance order for hard rock miners went to Alabama, Kentucky, Tennessee, Virginia, and West Virginia. Recruitment now continues in four States—Virginia, West Virginia, Pennsylvania, and Kentucky—with written applications forwarded to Butte for decision by Anaconda Co. officials. Through the various clearance devices, the Butte office of the Montana State Employment Service, the applicant holding offices, and the Anaconda Co. waste no time in getting a qualified applicant on the job in Butte.

The labor supply States arranged itinerary schedules for positive recruitment for Kirby Crowley, Training Supervisor for the Anaconda Co.'s Butte mining operations. He then took to the road and the recruitment efforts began.

On the scene interviews and company financed physical examinations were the first step for a job in Butte. Those who were accepted for employment had to make their own arrangements for the trip to Butte. A few brought their families with them, but most came on their own until they earned enough to send for the home folks.

Help in Getting Established

Once in the mining city, they learned the realities of western hospitality. The Butte employment office staff helped the newcomers to locate housing and provided many other services. Friendly neighbors donated clothing and furniture where necessary. Butte merchants and landlords extended credit, for no one in Butte is ever a stranger when it comes to living "on the cuff" until the first paycheck is received. The County Extension office provided the services of a home demonstration agent who organized sewing, cooking, and home economic classes to help the wives and mothers with any home-making problems. The Anaconda Co. made interest-free loans to the new miners on a payroll deduction plan. The $11 initiation fee into the Mine, Mill, and Smelter Workers' Union and monthly $5 dues are deducted from paychecks on a "check-off" agreement.

The newly recruited miner starts out as a contract trainee earning $19.59 per day. He can advance to a contract miner with a daily base pay of $21.20, and can earn as high as $30.00 a day under a contract rate plan. These rates are for the day shift with additional shift differentials paid for the afternoon, night, and graveyard shifts. Although the mines operte on a 6-day week, the miners work 5 days, with Sunday and another assigned day off. They alternate between day and night shifts, with 2 weeks on one and 2 weeks on the other. Many of the new miners have already earned more in 1 month than they made in an entire year in a series of odd jobs back home following layoff from their coal mining employment.

The story did not have a happy ending for all of the new arrivals. Some of them soon became lonely for the old familiar haunts, and a few were disenchanted. Others just could not make the grade as hard rock miners. They have returned to the West Virginia hills to wait for another chance. Most, however, have already overcome the loneliness of change, and the images of poverty have been left behind.

Challenge and Conviction

There are those who see in the problems we face, particularly in the advance of the machines upon people's jobs, no room for hope, no reasonable promise, no better prospect.

Yet who can really think that Man's job is running out, so that he must accept the ignominy of forced idleness, just at the time he has unlocked the infinite power of the atom and opened the portals of the universe? We cannot accept the proposition that a nation which can put itself to all-out production for war is so muscle bound that it can't do the same thing in times of peace. We will not settle for involuntary idleness when there is work crying to be done in our own backyard, a world to be won for freedom, and all of space opening up to us . . .

This is the conviction that must be pressed today, when the greatest economic need is simply that America use its full capacity, be its best self.

—From a speech by Secretary of Labor W. Willard Wirtz to Amalgamated Clothing Workers of America, New York, N.Y., May 13, 1964.

The Lettershop Industry in New York City

FRED J. SCHAEFER

Many thousands of workers of all ages get time and piecework jobs in the vast lettershop industry through the help of the ES Office Personnel Placement Center in New York City.

The average citizen calls it "junk mail," and some people find it a source of annoyance. This is the mail that you find in your letterbox usually offering something for sale. It can be counted in the billions of pieces, and it costs millions of dollars yearly. It is also the means of livelihood for many thousands of people.

Where does this mail come from? How does the Employment Service come into this picture?

Most of the mail comes from lettershops, listed in the classified telephone directory under Letter Shop Service. The New York State Employment Service, through its Lettershop Unit in the Office Personnel Center in New York City, supplies about half of the workers directly connected with their operations.

The lettershop industry in New York City is tremendous. Our unit sends promotional literature to more than 2,200 employers who use lettershop workers. Many other firms we serve use the same type of worker in sending out their own mail. Some of the industries that do this are printing, advertising, schools, clothing manufacturers, fundraising, and even private employment agencies.

The lettershops, because of the nature of the work involved, resemble industrial establishments more than offices. The close relationship of the lettershops to industrial type shops is understandable. Many firms do their own printing; the floors are cluttered with boxes of printed material and envelopes; workers are moving things on skids; generally, the places are noisy.

The applicants in this industry are an unusual group. Many have been doing this type of work for a very long time. Some of our records go back to before World War II, and we have some of the same applicants now. For years our Lettershop Unit has been putting these oldtimers to work. In the case of one mother-and-daughter combination that we refer regularly to jobs, the daughter is age 65. Another worker, who retired as a schoolteacher from the New York City education system many years ago, is in demand in specific lettershops.

While there are still many older workers in our applicant pool, several years ago we realized that we were gradually losing one after another of these people because of death or retirement.

To offset this loss from the ranks, we urged employers in our promotion bulletins to train new people as replacements. They cooperated willingly and we were able to place beginners recruited from our Vocational Placement Unit and from the Youth Placement Service. These applicants had been tested and showed aptitude for lettershop work.

Most of the applicants in our files are women. The work requires finger dexterity that these women have. In fact, they seem to get better as they go along. This accounts for employers calling for specific workers regardless of age.

There are two methods of payment to workers in this industry—the timeworker, who is paid by the hour, and the pieceworker, who is paid by the number of mailings completed. The average timeworker makes $1.50 an hour, and a pieceworker can make from $20 to $35 a day.

Most of the jobs, about 65 percent, are of short duration, and the same workers are referred over and over again. We have a record of one applicant with 92 W–2 Forms in her possession for income tax purposes. That means she had about two jobs each week of the year.

We have three major job classifications: Inserters, hand addressers, and typists. These people address envelopes, insert, collate, staple, fold, type, zone, and label mail. The hand addressers address envelopes when typists are not available or when employers want a personal touch, as when sending out Christmas cards.

There are variations in hand addressing, such as facsimile writers or legal forgers, a perfectly legitimate occupation involving copying of papers or signatures. Another variation is the speedball writer who is involved in the drawing of diplomas or testimonials. This occupation, which requires a high degree of skill, involves the use of various types of penpoints for lettering and scrollwork.

Two publications are issued from the New York City Lettershop Placement Unit. The Lettershop Bulletin goes out quarterly to the 2,200 employers for whom we have plates. This bulletin gives information about current labor supply, by job titles. It also carries a section called "Smart Move Department" which gives ideas that may help employers solve employment problems.

Another paper, the "Lettershop News," is internally circulated as a recruitment tool. It is printed when the lettershop interviewers need applicants, particularly when there is a shortage of a specific kind of worker. It is also used to build up applicant files. This paper goes to all professional staff in our office and to all Employment Service representatives stationed in Unemployment Insurance offices.

In New York City, there are two very active employer organizations, one with about 150 member firms

(*Continued on page 44*)

Fred J. Schaefer is Senior Employment Interviewer, Office Personnel Placement Center, New York State Employment Service.

Factory Placements Rise 16 Percent in August

State Employment Services filled some 554,200 nonfarm jobs in August—6,000, or 1 percent, more than in the previous month. The 55 major metropolitan areas accounted for nearly half of the placements. Increases over July occurred in 37 States, with large gains in Michigan, Ohio, and Missouri. Placements declined 9 percent over the year, as several other Employment Service activities advanced. The number of individuals counseled and the number given job tests were up slightly. The growth of training programs under MDTA contributed to the rise in these activities over a year ago.

Placements in Durables Rise

Factory job placements, at 140,600 in August, constituted one-fourth of all nonfarm placements, advancing a greater-than-seasonal 16 percent from July. In the durable manufactures sector, the rise was 19 percent. While overall manufacturing placements declined 8 percent over the year, they remained steady in the durables. Placements in construction totaled 39,000, and in public utilities, 22,500; the gains of 2 and 6 percent from July were greater than usual. However, construction placements lagged behind a year ago, while jobs filled in public utilities remained unchanged.

Unskilled Placements Up

August placements of workers in unskilled jobs totaled 173,000, 10 percent more than in July and a larger gain than usual for this time of year. The semiskilled occupational group, with 82,000 August placements, gained slightly from July. A 10 percent decline in professional placements between July and August was about seasonal; the smaller decreases reported in the other occupational groups were less than seasonal. Compared with a year ago, placements declined in all occupational categories.

More Counseling and Testing

With the continued accent on job opportunities for youth and the accelerated pace of the MDTA training program, a larger number of individuals was counseled and tested in August, compared with both the previous month and a year ago. The 77,400 individuals counseled represented a 1 percent gain from July and a somewhat smaller gain from a year ago. The number of youths counseled rose 8 percent from a year ago, and represented nearly half (44 percent) of all persons counseled. The number of applicants given job tests in August, at 170,000, also rose over the month—4 percent—and over the year by 1.5 percent. The 85,700 individuals given specific aptitude tests accounted for most of the gain, with a 10 percent increase from July and an 8 percent gain from last August.

Farm Placements Decline

Some 813,500 farms placements were made in August, 19 percent fewer than a year ago. Drought conditions throughout the eastern States and a late start of the cotton harvest were in great part responsible for the decline. Three States accounted for two-thirds of the over-the-year drop—Mississippi, North Carolina, and Tennessee.

Service to Selective Service Rehabilitants

In mid-February, a special program was started to aid youths who fail to qualify for Selective Service. Under this program, letters are sent to all such youths informing them of the services available at the local public employment offices and advising them to apply to such offices for job assistance if they were unemployed

(*Continued on page 35*)

Nonfarm Placements in the United States* and in 55 Largest Metropolitan Areas by Occupation and Industry, August 1964

Occupation and industry	Placements				Percent distribution	
	Total United States	Percent change from year ago	Total 55 areas	Percent change from year ago	Total United States	55 areas
Total 1/	554,200	-9.2	252,100	-10.1	100.0	100.0
Occupation:						
Professional and managerial	19,900	-7.7	13,700	-4.4	3.6	5.5
Clerical and sales	78,000	-9.6	389,000	-11.6	14.1	15.5
Service	171,600	-7.5	87,100	-6.9	31.0	34.5
Skilled	30,200	-14.4	14,200	-12.7	5.4	5.6
Semiskilled	81,800	-2.5	35,300	-2.2	14.8	14.0
Unskilled and other	172,800	-12.8	62,800	-17.5	31.2	24.9
Industry:						
Construction	39,300	-12.7	11,900	-14.9	7.1	4.7
Manufacturing	140,600	-7.7	59,200	-4.7	25.4	23.5
Durable goods	64,300	-0.2	31,300	+0.3	11.6	12.4
Nondurable goods	76,100	-13.2	28,000	-9.8	13.8	11.1
Public utilities	22,500	-0.1	8,600	-2.5	4.1	3.4
Trade	126,200	-8.4	57,900	-8.5	22.8	23.0
Service	196,600	-11.1	104,100	-13.9	35.5	41.3
Government	16,100	-8.7	4,700	-9.4	2.9	1.9
Other	12,800	-10.0	5,700	-6.4	2.3	2.3

1/ Items may not add to total due to rounding.
* Includes Puerto Rico, Guam, and the Virgin Islands.
Source: U.S. Employment Service, based on data from State employment services.

Coal Miners Make the Transition

(*Continued from page 28*)

range for company-paid preemployment physicals; and assist the employer in making any other necessary arrangements upon his arrival in Charleston.

A few days before Mr. Crowley arrived in West Virginia we learned of the impending closing of a mining operation at Widen which would cause 225 men to become unemployed. Positive recruitment was arranged at this mining camp before setting up a definite recruiting schedule at other local offices. The local union and company officials were interviewed prior to the date set for this recruiting and cooperated fully. Union officials arranged for the Union Hall to be well heated and served coffee to all individuals reporting for information or to file an application. Forty-five workers reported for interviews. Working conditions in the mines and living conditions in Butte, Mont., were explained to them in groups and individually. Twelve filed applications, and seven were accepted and sent to the local clinic for physical examinations. No effort was made to persuade them to file applications or leave the area for work. We felt that the main reason why so few applied was because they had been unemployed only about 2 weeks. Most of them were born at Widen and had spent all of their lives in this close-knit community. They wanted more time to think before breaking old ties and moving to another area for employment so far from home. Those who did not care to be considered at the time were advised to visit the Montgomery local office, if and when they should become interested. Later, several of them did apply, were hired, and are now working in Butte, Mont.

After the Widen mission, a positive recruiting schedule was arranged to include 10 local offices. Upon receipt of the order and other instructions from the State clearance office, local offices inserted company-paid advertising in their daily newspapers. Local editors ran some interesting news releases about working and community conditions in Butte. Local radio stations had daily broadcasts. Prior to the employer's arrival, the local office called in for prescreening all applicants in the active files who met the job specifications. They were requested to pass the word to any of their friends who were unemployed and who had the necessary qualifications.

Area hospitals were contacted to determine which would be best equipped to give the type of physical required. An appointment was scheduled for the company representative and proper hospital authorities to discuss pertinent details.

Problems included:

1. False rumors that the recruiting company was involved in a labor dispute.

2. Reluctance of workers' families to "pull up roots" and move so far from relatives.

3. Men who would not admit to physical defects for which the company definitely turns an applicant down.

4. Inability of accepted applicants to get finances for travel to Butte, after the entire hiring cycle had been completed.

When recruitment was first initiated, it had been anticipated that there might be some conflict in the community in publicly recruiting miners for another location. However, the response was just the opposite. Employers and businessmen were pleased that the State Employment Service could assist these men who had been unemployed for a long period of time to find suitable employment. The activity involved in this program has improved our employer relations in the mining areas. This is due to the general feeling that the Employment Service was concerned about these miners who could not be placed in jobs locally.

A total of 283 clearance acceptances were reported by local offices during the period January 1, 1964, through July 31, 1964. The most recent information from the company is that during this period 234 miners from West Virginia were hired and that 220 had reported for duty. From reports we receive, those who stay are happy and well established.

Occupational Developments

(*Continued from page 22*)

Los Angeles-Long Beach. Unfilled needs for other specialists varied from place to place this past summer. New York reported a severe shortage of bacteriologists and biologists. In Los Angeles-Long Beach, employment prospects were excellent for graduating meteorologists and biologists with advanced degrees. Overseas assignments listed with the public employment office in the Nation's capital called for geophysicists, oceanographers, meteorologists, microbiologists, and sanitary bacteriologists.

Mixed Picture for Draftsmen

The job picture for draftsmen was characterized by marked contrasts in the 30 major areas. Conditions of serious oversupply existed on the East and West Coasts, while acute shortages were reported by some midwestern and a few southern metropolitan centers. As a result, half of all openings were located in 10 midwestern cities, reflecting favorable developments in durable manufacturing and construction during the year. However, four coastal cities—Boston, Los Angeles-Long Beach, New York, and Philadelphia—were hit hard by defense and aerospace layoffs. These four areas contained 60 percent of the supply of draftsmen applicants in the 30 reporting areas. Government-sponsored space and defense activity in other areas such as Huntsville and St. Louis continued to encounter local shortages of qualified draftsmen.

Hard-to-fill needs for qualified medical technologists continued to dominate the labor market for laboratory technicians and assistants. In the 30 reporting areas, employers were trying to recruit mostly licensed medical technicians. The supply of applicants, however, consisted mainly of industrial technicians, many of whom had been laid off by aerospace and defense contractors. Hospitals and other health facilities, particularly in Cleveland, New York, and St. Louis, reported serious shortages of qualified medical technicians.

—Branch of Industry and Skill Surveys, U.S. Employment Service.

MDTA Advisory Committees in Michigan

JAMES R. SAGEL

Registering for the State MDTA Advisory Committee meeting at the Kellogg Center in Lansing. Left to right: James R. Sagel, Assistant Deputy Director, Field Operations and Employment Service; Jacob Baumstark, local ES office Manager, Benton Harbor; and Alex Fuller, Vice President, Wayne County AFL–CIO Council.

A major share of the credit for Michigan's success in implementing manpower training programs under MDTA is due to the efforts of the local Manpower Advisory Committees, working in concert with the State Committee.

The Michigan State MDTA Committee was established in the spring of 1962 immediately following approval of the act. By June 1962, Michigan was one of the first States ready to use its share of the $435 million MDTA fund to provide training programs for the unemployed. Along with the State Advisory Committee, 15 local committees had been formed in major labor market areas throughout Michigan.

Dr. Charles C. Killingsworth, Professor of Labor-Industry Relations at Michigan State University and Chairman of the State MDTA Advisory Committee, had already met with his committee members, and all machinery was ready for action on July 2, 1962. Twenty new job-training courses, which would enable some 400 unemployed workers to increase their skills with good assurance of employment, were ready and awaiting appropriations from the Federal Government. However, the Michiban Committee met a problem in the delay in making the expected funds available.

Advance publicity about the programs had brought numbers of hard-core unemployed into local ES offices. For many, unemployed for as long as 4 years, the program held out new hope for reestablishing themselves in the labor force.

In the following 2 weeks—by July 16, 1962—Michigan workers, ranging from nurse aides to machine shop workers, were literally storming the Employment Service offices. They were eager to begin the classes which could change their employment future.

During this interval, the State Advisory Committee met with public school officials, representatives of management, labor, the community, the Michigan Employment Security Commission, and State government in an attempt to fit programs to individual community needs when funds were forthcoming.

The Detroit Committee

For the Detroit Advisory Committee, the MDTA provided a means of meeting the problems of persistent unemployment in the metropolitan area. Committee members knew the retraining program would not be a panacea or cure-all but that it would aid in solving the problems.

The Committee would thereafter act as a go-between with the public schools and the government agencies concerned in obtaining competent teaching staff. There would be constant pressure for more training programs and the continuing search for a site for a large area training facility. Eventually, the Committee was instrumental in having the Detroit public school system apply to the General Services Administration for the recently vacated Army Tank Automotive Command buildings. In June 1964, the schools took over the buildings (valued at $8 million) and are now setting them up as an area training center with a capacity for 2,500 trainees.

About half of its efforts are concentrated in the Detroit area, where most of the population and hard-core unemployed were concentrated.

James R. Sagel is Assistant Deputy Director of Field Operations, Michigan Employment Security Commission.

The Committee continued to request more programs for those in the lower income groups, those least educated, and those minorities huddled in the core city. Because of this pressure by the Committee, a program has been developed and approved to train 1,000 adults and 1,500 youths in both academic and vocational skills. This is to be a pilot project in Detroit and will have a better opporunity for success with classrooms and vocational facilities housed in the same building.

Through the efforts of labor representatives on the Committee, a meeting was set up for all labor representatives of local MDTA Committees in the Lower Peninsula of Michigan. The purpose of the meeting was to urge labor participants to make the work of the Committees more active and meaningful.

More Than Just Suggestions

The role of the Advisory Committee was to go far beyond the suggested programs. Striving for a meaningful licensed practical nurse program, for example, they prevailed upon the city of Detroit to donate the Herman Keifer Hospital Pavilion to the Detroit Board of Education for renovation and equipping as a Licensed Practical Nursing School under MDTA. At present, 200 women are training there.

The Detroit Advisory Committee Chairman, who is a member of the Wayne State University faculty, brought that University into a more active role in MDTA. Its School of Education now has a program for education technicians and a program for vocational advisers and youth aides. These two programs are designed to relieve the critical shortage in teaching and vocational guidance, so necessary to programs under MDTA and other on-going programs of various community and governmental agencies. In a highly compressed course, the University trains "helpers" to regular vocational teachers and counselors.

Through efforts of the Committee in concert with MESC personnel, the State Department of Public Instruction, local school boards, and community leaders, the Joint Apprenticeship Committee of the Tool and Die Association of Detroit was convinced of the feasibility of pre-apprentice training under MDTA. Labor representatives on the Committee helped to persuade Local No. 412, UAW, in Detroit, to sponsor a successful OJT program for draftsmen, clay modelers, and related skills under MDTA.

Since its inception, the scope of the Committee's work and the nature of its membership have broadened. The Committee is concerned not only with training for occupations, but also with development of programs for instructors and counselors, basic education and literacy training, development of on-the-job training, and establishment of vocational training centers. Today, the Committee coordinates the work of the schools, the community, industrial organizations, labor, and the Michigan Employment Security Commission in striving for the goals of the Manpower Development and Training Act.

Use of OJT

The Advisory Committees in Michigan have been successful not only in the development of institutional training but also in encouraging many employers to utilize the on-the-job training aspects of MDTA. In cooperation with the Bureau of Apprenticeship and Training, they have been instrumental in developing OJT in tool and die apprenticeship and pre-apprenticeship training for carpenters and woodworking craftsmen, machine operators, and those employed in the newly developed plastic skills.

The use of private training facilities for clerical occupations and meatcutters was another of the problems which confronted the Committee. It was felt by some of the private schools that the Government, in providing occupational training in public schools, was in competition with them. This problem was resolved through the efforts of the Committee and the meat suppliers and supermarkets. The private schools in clerical occupations were used in the institutional phase of a cooperative program correlated by ES local offices for on-the-job training. This was a special youth project for 300 trainees in the Detroit area.

The Committees were instrumental in having the Governor call a statewide meeting on manpower on June 28, 1964, at which members of all local MDTA Committees, the State MDTA Committee, other community-spirited employers and labor representatives, school officials, and representatives of government agencies discussed Michigan's manpower problems.

Problems confronting MDTA Advisory Committees in Michigan are as many and as varied as are the training programs themselves, and as different in character as the local communities whose needs they seek to meet.

The success of MDTA in Michigan has been due in great measure to those dedicated men of the Advisory Committee who contribute their time, without compensation, to programs that will provide socially and economically deprived people in Michigan with an opportunity for employment and a new chance for a better life.

LOCAL OFFICE ACTIVITIES

(Continued from page 32)

or underemployed. Some 214,300 letters had been sent to such individuals by the end of August; 37,700 of the unemployed or underemployed rejectees reported to local Employment Service offices and have been interviewed. A large proportion of those reporting have been counseled and given job tests; 5,200 have been placed in jobs by the local offices. Some 600 were enrolled in training courses and 500 have been referred to various other agencies because of their special problems.

About 80 percent of the Selective Service rehabilitants were under age 21. Also, about 80 percent did not graudate from high school.

In the Next Issue . . .

Basic Employment Service Operations

MDTA Trains for Shortage Occupations

HARRY NOVICK and HUBERT J. REEVES

Mr. D of Providence, R.I., is now earning $3.17 per hour as a silver brazier with a shipbuilding firm in Connecticut. The father of four children, Mr. D completed his high school study while serving in the Navy. About a year and a half ago he lost his job as a foundry laborer because of a factory closedown. For 5 months, while on the unemployment compensation rolls, he experienced difficulty in obtaining work because of lack of skills. It was at this point that he was offered MDTA training.

"I took the test for pipefitter and passed it," Mr. D recalled. "I spent the next 4 weeks in training at a State technical school, 2 weeks learning to use ultrasonic equipment at a company school, and then went to work as a pipefitter helper. After 4 months, an opening came up in brazing, and my bid for the job was accepted. Even though I was a boiler tender in the Navy, I knew nothing about piping. It was all new to me."

This story illustrates how MDTA training has helped provide unemployed and underemployed persons with marketable skills in a wide variety of fields. State agency reports on more than 82,000 trainees—over four-fifths of all persons in MDTA institutional courses through June 30, 1964—indicate that they have received training in some 500 occupations. Reflecting MDTA upgrading of skills, some 35 percent were unskilled or entry workers before enrolling in institutional courses.

Almost three-fifths of all trainees enrolled were in courses in a dozen occupations or groups of related occupations, primarily because of immediate demand for such workers. With the development of multioccupational projects, in which persons are grouped together for training in basic education and then are assigned to appropriate occupational training, the number, range, and distribution of occupational training programs will be altered appreciably.

Harry Novick and Hubert J. Reeves are in the Branch of Training Operations Reports Analysis, U.S. Employment Service.

Characteristics of Enrollees

Slightly more than half of all men MDTA trainees have been in courses in skilled occupations, while about one-fourth were trained in semiskilled occupations. In contrast, about half of the women trainees enrolled in clerical and sales courses (particularly stenographer-secretary and clerk-typist), with most of the remainder training for service, semiskilled, and professional jobs. (See table 7, page 58).

About three-fourths of the trainees under 22 years of age, as well as of those 22–44 years, have been trained for skilled, semiskilled, and clerical and sales occupations. Older trainees—more than four-fifths of those 45 years of age and over—have enrolled in courses in skilled, clerical and sales, service, and semiskilled occupations.

Despite their limited education, about two-thirds of the trainees with less than a full high school education have enrolled in skilled and semiskilled occupational courses. More than half of those with at least a high school education received training in clerical and sales occupations (including many of the women) and in the skilled category.

Nearly 90 percent of the nonwhite trainees have enrolled in courses in

Arc welding was among the occupations for which MDTA training was given.

LATEST TRAINING HIGHLIGHTS

Under ARA Program

(As of Sept. 1, 1964)

Approved training projects	796
Total trainees approved	36,171

Employment Status

(Nov. 1961–June 1964)

I. Completed training	20,732
A. Obtained employment	15,544
Training-related	14,040
Nontraining-related	1,504
B. Referred for employment, awaiting referral, and other (including status unknown)	5,188
II. Employment Service placement activity	
A. Placed by ES	9,945
B. Other	5,599

State Agency

Trainee Selection and Referral Activities

(Sept. 1962–July 1964)

Screening interviews	91,213
Counseling interviews	22,642
General aptitude tests	11,837
Specific aptitude tests	20,718
Proficiency tests	2,227
Referrals to training	21,127

Under MDTA Institutional Program

(As of Sept. 1, 1964)

Approved institutional training projects	3,890
Total trainees approved	204,027

Employment Status

(Sept. 1962–June 1964)

I. Completed training	50,552
A. Obtained employment	36,719
Training-related	31,811
Nontraining-related	4,908
B. Referred for employment, awaiting referral, and other (including status unknown)	13,833
II. Employment Service placement activity	
A. Placed by ES	24,076
B. Other	12,643

State Agency

Trainee Selection and Referral Activities

(June 1962–July 1964)

Screening interviews	956,343
Counseling interviews	265,823
General aptitude tests	140,176
Specific aptitude tests	144,875
Proficiency tests	20,468
Referrals to training	133,672

skilled, semiskilled, service, and clerical and sales occupational categories. Over a third of the white trainees have been enrolled in skilled occupations, about one-fifth in semiskilled occupations, and one-fifth in clerical and sales occupations. About one-fifth, were in professional and managerial or service occupational training.

Enrollments through June 1964 were in the following occupational groups:

Professional and Managerial

About 7,900 MDTA trainees enrolled in institutional courses for over 70 professional and managerial occupations. However, these occupations were primarily subprofessional, since most professional fields require more than the 52 weeks of occupational training for which training allowances may be paid under the MDTA program. Over half enrolled in licensed practical nurse courses, while about one-fifth trained as draftsmen. Other occupations with large groups of trainees included: laboratory technician, engineering and physical science technician, surveyor, staff nurse (refresher), decorator and window dresser, programer, teaching aide, engineering aide, electronics technician, time study man, floral designer, interior decorator, and department store manager.

Clerical and Sales

Approximately 17,800 persons have enrolled for training in some 75 clerical and sales occupations, almost three-fourths in courses for stenographer-secretary and clerk-typist. Other courses with large enrollments were for general salesperson, keypunch-duplicator operator, office machine operator, bookkeeper, cashier, physician's and dentist's assistant, general clerk, and grocery checker.

Service

Of the over 9,700 trainees in courses for 50 service occupations, more than three-fourths are in training for nurse aide-orderly-ward attendant, cook, and waitress occupations. Other service occupations with substantial numbers of MDTA trainees included waiter (formal), maid, houseman, housekeeper, kitchen worker, barber, and beautician.

Agriculture

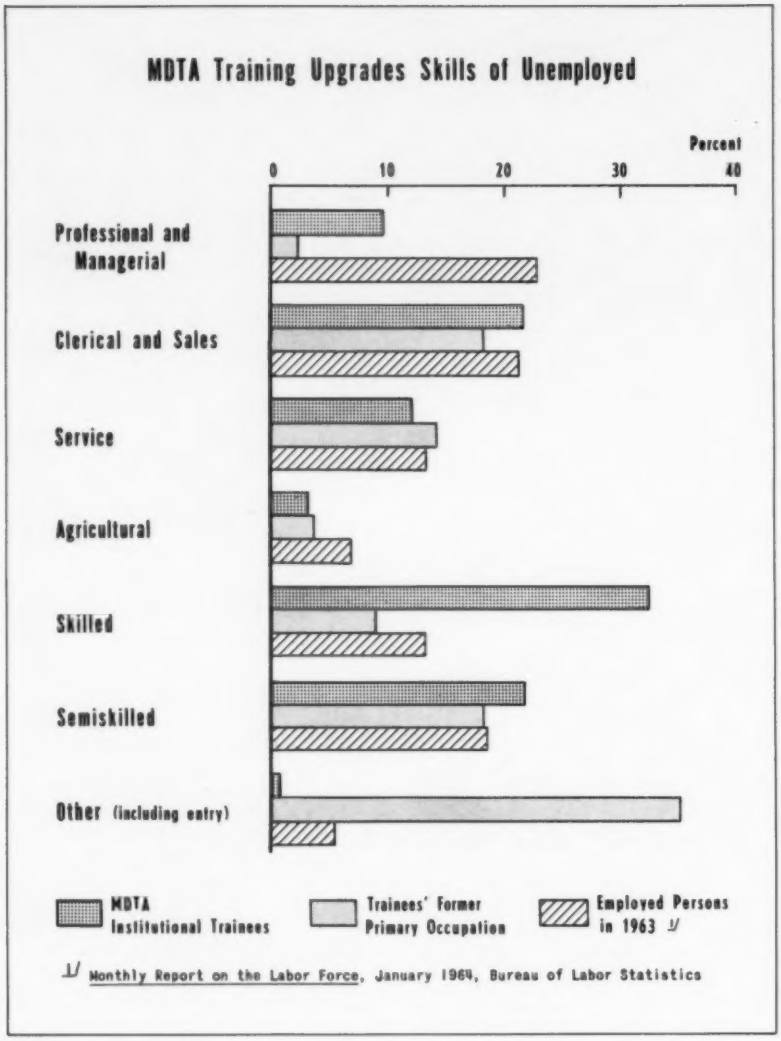
Although overall agricultural employment has been steadily declining, close to 2,500 MDTA trainees enrolled in courses in about 30 farm occupations in which manpower is needed. Almost half were in courses for general farmhand, tree pruner, all-around farm machinery operator, and dairy farm hand. Others were mainly in training for general farmer (managerial), dairy farmer, fruit farm hand, farm mechanic, truck farmer, and nursery and landscaping laborer.

Skilled

Almost one-third of all MDTA trainees were enrolled in courses for some 170 skilled occupations, generally at the entry level. Courses with largest enrollments included automobile mechanic (5,229), other mechanics and repairmen—including electronics mechanic, household appliance serviceman, and maintenance mechanic (4,911), combination and arc welder (3,975), metal automobile body repairman (2,631), machinist—including job setter (1,019), machine tool operator and other machine shop and related occupations (725), boot and shoe manufacturing occupations (689), and sheet metal worker (522). Courses in such skilled occupations as carpenter, pipefitter—ship and boat building, upholsterer, bricklayer, knitting machine operator, tailor, cabinetmaker, offset pressman, electrician, painter, and butcher also have had many trainees.

Semiskilled

Some 17,600 persons had enrolled in training courses in semiskilled occupations as of June 30, 1964. While over a third were training for jobs as general machine operators, enrollments in courses for textile machine operators, electronics assemblers, boot and shoe workers were also substantial. Other semiskilled occupations in which training was provided (some only recently developed courses) included automobile-service attendant, machine presser and shirt presser, automobile mechanic and repairman, general woodworking operator, auto-



matic screw machine operator, welder and flame cutter, sheet metal fabricating machine operator, tractor operator, mechanic and repairman, n.e.c., spray painter, chemical operator II, and frameman.

The following summaries describe characteristics of trainees enrolled in principal occupational courses through the end of June 1964.

Stenographer-Secretary.—About 7,400—nearly all women—had enrolled for these projects, over 9 percent of all persons who had started MDTA training. California, Kentucky, Missouri, New York, and Texas had the largest projects. More than half the enrollees were in the prime working ages of 22–44 years. As might be expected, a larger proportion (36 percent) of trainees in these occupations were under 22 years than in the overall MDTA program (about 30 percent). More than 85 percent, compared with 58 percent of all MDTA trainees, had completed high school. Fewer than 20 percent were nonwhites, somewhat below the 26 percent of nonwhites in MDTA training.

General Machine Operator.—Almost all of the 6,142 trainees in these courses were men. This group constitutes over 7 percent of all MDTA institutional enrollees. Most were trained in Massachusetts, New York, Pennsylvania, and Wisconsin. Approximately two-thirds were 22–44 years of age. More than half had at least completed high school and another third, grades 9 to 11. Fewer than 20 percent were nonwhites.

Clerk-Typist and Typist.—Over nine-tenths of the 5,567 trainees in these projects were women. They represented about 7 percent of all MDTA enrollment. A majority were in projects in California, Connecticut, Massachusetts, New Jersey, and New York. Almost three-fourths were at least high school graduates; nearly all of the remainder had from 9 to 11 years of schooling, an educational level well above the average of all MDTA trainees. More than half were between 22 and 44 years of age. A relatively high proportion (approximately 16 percent) were 45 years of age or older, greater than the 11 percent of older workers in the entire MDTA program. Over a third of the students were nonwhites, more than the proportion of nonwhites among all MDTA trainees.

Nurse Aide-Orderly-Ward Attendant.—Approximately 5,400, or almost 7 percent of the persons in the MDTA program through June 1964, were enrolled in courses for nurse aide, orderly, or ward attendant. About 80 percent were women and 25 percent were trained in Illinois, Indiana, Michigan, and New York. Although relatively more (40 percent) had completed 9 to 11 years of schooling than among all MDTA enrollees, a smaller proportion (about half) had a high school education or better. Approximately a third were 21 years of age or younger, and 1 of 7 was 45 years or older, both somewhat greater than overall MDTA averages. Forty percent were nonwhites.

Automobile Mechanics.—The 5,229 trainees in automobile mechanic courses—about 6 percent of total MDTA enrollment—were nearly all men. Illinois, Kentucky, New York, Pennsylvania, and Texas had the greatest nunmber. About 35 percent were under 22 years of age and 46

Photo by "Missouri Farmer."

An instructor explains how to keep a mower in top shape in an MDTA training class for farm mechanics.

percent were 22–34 years, compared with about 30 and 40 percent of all MDTA trainees in these age groups. About 47 percent of the automobile mechanic trainees had at least completed high school, compared with nearly 58 percent of all MDTA trainees. Fewer than one-fifth were nonwhites, appreciably below their proportion (26 percent) of all MDTA trainees.

Licensed Practical Nurse.—As of mid-1964, about 5 percent (4,105) of all trainees in the MDTA program were in licensed practical nurse projects. Slightly more than half received training conducted in California, Illinois, Michigan, and New York. Over 90 percent were women. About 72 percent had completed high school, over 10 percent of them had more schooling, surpassing the nearly 58 percent of all MDTA enrollees who had completed at least the 12th grade. Almost two-thirds were 22–44 years of age, and about one-seventh were 45 years or older. Almost one-third were nonwhites. These latter three relationships were above the percentages these groups constituted in the MDTA program.

Welder, Combination-Welder.—Nearly all of the 3,975 persons in projects to train combination and arc welders were men. These trainees constituted about 5 percent of all who had started MDTA training. More than half were trained in Illinois, Indiana, Michigan, Missouri, Ohio, Texas, and Wisconsin. Their education was below the average of all MDTA enrollees. Only 45 percent had completed 12 or more years of schooling, whereas almost 58 percent of all MDTA trainees had high school diplomas. About 70 percent were in the 22–44 year age group, as against the overall MDTA trainee average of 60 percent in these ages. However, only 22 percent of these trainees were 21 years or younger. Slightly over one-fifth of these enrollees were nonwhites, lower than their proportion of all MDTA enrollees.

Automobile-Body Repairman.—Virtually all of the 2,631 in automobile-body repair courses were men. These trainees represented about 3 percent of the total in MDTA training. Largest enrollments were in Illinois, Michigan, New Jersey, New York, and Puerto Rico. Approximately 60 percent did not complete high school, compared with 40 percent of all MDTA enrollees. Sixteen percent, compared with 11 percent of all MDTA trainees, had no more than 8 years of schooling. Trainees tended to be below the average age of those in the overall MDTA program. More than 30 percent were 21 years of age or younger; 78 percent were below 35 years. One-fourth of the students were nonwhites, about the same as for the entire program.

Electronics Assembler.—Over 90 percent of the 1,800 electronics assembler trainees were women. Courses were largely in California, Illinois, New Jersey, and Oklahoma. Seventy-three percent were 22–44 years of age, compared with 60 percent of all MDTA enrollees. Nearly 60 percent had completed high school and another 38 percent had 9 to 11 years of formal schooling. Almost half of the trainees in these projects were nonwhite, considerably above the 26 percent of nonwhite among all MDTA trainees.

Electronics Mechanic.—Almost all of the 1,475 electronics mechanic trainees were men. The outstanding characteristic of this group is its high educational attainment in comparison with all MDTA trainees. More than 9 out of 10 had completed high school, and over 20 percent went beyond the 12th grade. None had less than an eighth grade education, and only six did not complete 9 years of schooling. More than 70 percent were between 22 and 44 years, reflecting, in part, the time invested in education prior to enrollment. About 14 percent were nonwhite, about half the percentage (26 percent) of nonwhite trainees in all MDTA projects. The majority were trained in California, New York, and Pennsylvania.

General Office Clerk.—More than 9 out of 10 of the 1,404 persons enrolled in training projects for general office clerk were women. The largest projects were in California, Nebraska, Nevada, Tennessee, and Utah. The proportion of trainees under 22 years was similar to that of enrollees in all MDTA training projects—about 30 percent, but the proportion 45 years of age or over (14 percent) was somewhat higher among clerk trainees. Higher than the average for all MDTA trainees, nearly 78 percent had completed high school and only 3 trainees had less than 8 years of schooling. Some 12 percent were nonwhite, about half the proportion of nonwhites among all MDTA trainees.

Job Vacancy Information

(*Continued from page 8*)

are expected to cover up to 20 major cities, which account for 28 percent of the Nation's nonfarm employment and 45 percent of such employment in the Nation's 150 largest metropolitan areas.

President Approves Program

The new program was formally announced by President Johnson during his August 8th press conference. The studies are designed to furnish information useful for Employment Service operations, including leads for solicitation of job orders for referral and placement, and establishment of training needs. They will also provide data needed to develop information on local job opportunities, including those not covered by ES job orders, for purposes of economic analysis. The 20 cities selected will assure the representativeness of the pilot areas in terms of geographical dispersion, industrial characteristics, and labor market conditions. The surveys probably will be conducted on a three-time basis during the remainder of fiscal year 1965.

Comparison With ES Data

On the basis of the results of the pilot surveys, the Employment Service will explore in detail the relationship between job vacancy data developed as a result of the surveys and employer job orders obtained in the course of regular local office operations. The public Employment Service received and handled more than 8 million job openings in 1963. Data on hand suggest that this number represents a substantial proportion of total job openings during the year, and possibly even a good cross section of the national total. Analysis of the survey results would, among other results, provide a measure of the degree to which local office job orders are typical of all job openings in the area. If there is a demonstrated relationship, it may be possible to prepare an estimate of total job vacancies in the area based on local job openings received in public employment offices.

The survey data on job vacancies will also be compared with information available on existing skills of the unemployed in the area, as represented by persons seeking jobs through the public Employment Service. Such a comparison may provide insights into how job vacancy information may be used to improve the functioning of the local labor market, and the degree of skill maladjustment in the area.

Training Enhances Employability

Not part of the vacancy survey as contemplated but a possible outgrowth of the data will be a comparison with area skill surveys, where available in the same areas. The comparison may reveal whether hard to fill occupations developed from the vacancy surveys foreshadow or overlap long-range occupational shortages developed from skill surveys.

Local Office Operations To Test Findings

Job vacancy data will also be tested in local office counseling and job development operations by providing leads to fields where job opportunities are expanding and to jobs which are hard to fill or in actual shortage, and by uncovering any needs for new training programs. The Buffalo project has already served a valuable purpose by pointing up areas where training would be desirable.

As part of this program, some areas will also experiment with collecting information on wage rates offered for the reported job vacancies; some will develop data on part-time and full-time vacancies; and other areas will obtain information on openings for permanent and temporary jobs. In addition, as an indication of hard-to-fill vacancies, employers will be asked to report jobs which have been open for at least 1 month.

The primary emphasis in the BES collection of job vacancy information will be on the operational aspects of these data—their value in improving Employment Service operations through a more complete knowledge of the local labor market in terms of present and future occupational requirements and imbalances. However, studies will also be made to explore the possibility of using the data developed in the area job vacancy surveys as local economic indicators.

If the pilot program is successful and if financing permits, the Bureau of Employment Security hopes to introduce a job vacancy collection program into regular operations sometime during fiscal year 1966. The regular program is expected to cover 150 major labor market areas throughout the country and probably will call for the collection of data on a quarterly basis. The primary emphasis in the experimental surveys, as well as in the continuing program, will be on the contribution that such information can make to the matching of workers and jobs and to the operating programs of the public Employment Service system.

Home Management Training

(*Continued from page 14*)

sible future revisions in the curriculum.

As in any training program, it is difficult to evaluate its success in terms of broad objectives, such as improving the status of domestic work as viewed by both the worker and the community. However, there are positive indicators that trainee attitudes toward the work were improved during training and average earnings of graduates were increased. There have been numerous expressions of satisfaction from both graduates and employers with respect to the benefits derived. Of particular interest is the fact that several employers have attended the course to observe efforts being devoted to improving skills of the domestic worker and to improve their own skills in homemaking.

Mrs. Doris E. Puzak, Employment Counselor, Pittsburgh local office, interviews an applicant before his appearance at the clinic.

Employer-Applicant Clinics For Handicapped Persons

ANNA F. HARRIS

The clinic in action. A panel of representatives of important firms in the area interview an applicant (far right). Miss Anna F. Harris, Coordinator of Youth Services, Pittsburgh local ES office is at center.

Handicapped job applicants and employers are brought together in unusual clinics that result in greater understanding of problems, mutual benefits, new challenges—and jobs.

Since the Pittsburgh Committee on Employment of the Handicapped inaugurated a program of Employer-Applicant Clinics, this technique has been consistently successful in assisting handicapped persons in Pennsylvania to obtain work. The Clinic is an informal meeting of employers and handicapped applicants for the purpose of exploring together new avenues of employment and new approaches to the handicapped individuals' problems.

Stimulated by a demonstration at the Seventh Annual Conference of the Pennsylvania Governor's Committee, the Pittsburgh Committee on Employment of the Handicapped took steps to launch a series of such Clinics. A subcommittee was appointed late in 1961 under the chairmanship of Ray Booth, a retired executive of the Tri-State Industrial Association.

In the Pittsburgh Clinics, each panel consists of four or five employers, with five or six applicants scheduled for interviews at each session. The Chairman has always served on a previous panel, thereby providing continuity, authority, and experience. Mr. Booth obtains the employers who serve on the panels. His wide acquaintance among business and industrial executives gives him a unique entree to ask these men and women to participate. His explanation of the purpose of the Employer-Applicant Clinics has won nearly 100 percent acceptance from the individuals invited to serve on the panels.

The applicants are prescreened and selected by counselors of the Pennsylvania State Employment Service. In a special interview, the counselor (1) double checks and brings up to date all information about the applicant, (2) obtains the

Anna F. Harris is Coordinator of Youth Services, Pennsylvania State Employment Service, and Secretary, Pittsburgh Committee on Employment of the Handicapped.

applicant's firm agreement to appear, and (3) prepares the applicant for the Clinic by explaining the purpose and general method of operation. The counselor prepares a concise "profile" for each applicant which includes age, marital status, education and training, employment record, description of the handicap, and appraisal of physical capacities, type of work in which the applicant is interested and pertinent information about hobbies, special skills, and family and economic background.

Meetings are rotated among the Pittsburgh Professional and Clerical, Trades and Industrial, and Services Offices, and both employer representatives and applicants are chosen to match the type of work.

In advance of the Clinic, each panel member receives copies of the profiles of applicants to be interviewed, an outline of the method of operation of the Clinic, and a list of persons serving on the panel.

At the appointed hour of the Clinic, the Chairman explains the procedure to panel members who then hold a preliminary discussion of each applicant to be interviewed in order to have a common understanding of the individual and his problem. The Employment Service counselor then introduces applicants to the panel, one at a time, at approximately half-hour intervals. The members of the panel question the handicapped jobseeker to gain information on what he has done to help himself. Then they follow up with ideas, suggestions, and statements of what he can do further to improve his employment chances.

Since the first panel of the Pittsburgh series took place on January 30, 1962, a total of 23 Clinics have been held. They have been held monthly, with the exception of the summer months, and usually are held midweek starting at 1:30 p.m. More than 70 different employers have participated, representing a diversification of business, industry, and the professions. They have been drawn from retailing, manufacturing, engineering, government service, public relations, banking, hospitals, and trade and employer associations. Many employers are so enthusiastic about taking part that they have asked to serve on future panels.

Over 100 applicants, selected from the files of the three Pittsburgh offices, have voluntarily appeared before the panel for an interview. They include a cross section of local office applicants, both men and women, and a wide variety of disabilities is represented. Expressions of appreciation have come from many of those interviewed. One man stated to the counselor, "To think that these busy, important people would take the time just to talk to *me*." A woman commented, "This is the most wonderful thing that has ever happened to me." Another remarked, "It was so nice of these men to talk to me. They gave me a lot of good suggestions."

Three months after the date of each Clinic, the Employment Service counselor talks by telephone or personal interview with each applicant who appeared before the panel. The extent to which the applicant has carried out the suggestions made by the panel members, other steps taken, and the present employment status are discussed. A written report is then sent to each employer who participated in the original panel.

The Pittsburgh experiment has been flourishing for 2½ years. The results have been fivefold:

1. A salutary effect upon the applicants—renewed hope, a lift in morale, a "new lease on life."

2. A change in attitude, job-seeking methods, and motivation on the part of many applicants.

3. A demonstration to an increasing number of employers that disabled persons are potentially sound employees.

4. A firsthand introduction of the work of the Pittsburgh Committee on Employment of the Handicapped to employers and applicants.

5. A conviction on the part of the Employment Service counselors that the work and effort involved in selecting the applicants and in preparing the profiles for the panels have broadened employment opportunities for the handicapped. The counselors have acquired a feeling of achievement for their efforts.

In launching the third year of operation of the Employer-Applicant Clinics, the Pittsburgh Committee takes pride in its past success and looks forward to an expansion of this specialized service to the handicapped. The enthusiasm of panel members and their continued willingness to devote time to this activity have been highlights. A fine spirit of cooperation has prevailed between the handicapped job applicants and the Employment Service counselors. The Employment-Applicant Clinic has been an effective instrument, both for educating employers to the profitable use of handicapped workers and for challenging handicapped individuals to make greater efforts toward helping themselves.

Pay Boost For Half Million

An increase in the minimum wage for workers in employment brought under coverage by the 1961 amendments to the Fair Labor Standards Act became effective September 3. About 565,000 of the 3.6 million workers entitled to the new minimum wage of $1.15 an hour were being paid less than that amount. The raise in pay for these workers will increase their annual income by about $114.9 million.

The maximum workweek for this group, after which overtime must be paid at the rate of time and one-half, has been reduced from 44 to 42 hours a week. These changes were part of a series of steps to bring those newly covered workers up to the standards for the 24 million workers covered prior to the 1961 amendments—$1.25 an hour and time and one-half for hours worked over 40 a week—to be reached by September 3, 1965.

The Fair Labor Standards Act, administered by the Wage and Hour and Public Contracts Divisions of the Department of Labor, applies to employees engaged in interstate commerce or in the production of goods for interstate commerce and to employees of certain large enterprises so engaged. In addition to the minimum wage and overtime provisions, the act also contains standards for the employment of children and requires equal pay for equal work for both men and women.

Area Job Outlook Brightens

Reflecting the widespread effects of a vigorously expanding economy, Pittsburgh and 72 other major, smaller, and very small labor market areas moved out of the substantial unemployment category in August 1964. This is the largest number of areas shifted from substantial to moderate categories in any one month since the present USES classification system was adopted.

Three major metropolitan centers—Pittsburgh, Chattanooga, and San Juan, Puerto Rico—were included among the areas reclassified because of improved labor market conditions and outlook. Only one major area—Charlotte, N.C.—shifted in the opposite direction, from a low to a moderate unemployment category, as some local plants completed defense contracts and others laid off workers seasonally.

As a result of these changes, 118 of the 150 major areas classified each month were characterized by relatively low or moderate unemployment in August, compared with 113 a year earlier. Major areas with relatively substantial unemployment declined to 32 in August 1964, 5 fewer than in August 1963.

Since the beginning of 1964, the labor market situation in the Nation's major industrial centers has shown marked improvement. Unemployment in the 150 major labor market areas declined by nearly 400,000 between January and June 1964, while nonfarm wage and salary employment moved up by about 1 million, chiefly in the nonmanufacturing sectors of the economy.

For Pittsburgh, this was the first time the area had been outside a substantial unemployment classification since November 1957. The area had also been on the substantial and persistent unemployment list continuously since January 1961. Employment increases in the dominant primary metals (steel) industry, other manufacturing, and government were the chief causes of lowered area unemployment. Further hiring in nonfarm activities was forecast to mid-October, while planned expansions at major steel plants were expected to brighten the long-term outlook. The Pittsburgh area had received Federal assistance under the Area Redevelopment Act of 1961 in the form of industrial and commercial loans, public facility loans and grants, and technical assistance. The area was also the recipient of Federal grants for public work projects under the Public Works Acceleration Act of 1962. Seven projects were approved under the Area Redevelopment program for the training of 245 unemployed persons, while some 68 training projects have been authorized for 3,448 trainees under the Manpower Development and Training Act.

The improvement in San Juan, Puerto Rico, which had been on the substantial unemployment list since May 1952, was due largely to employment advances in such nonfactory activities as trade and government, aided by small job gains in a number of manufacturing industries.

Joblessness in Chattanooga, classified as an area of substantial unemployment since March 1958, declined to a moderate level, mainly as a result of long-term uptrends in textiles, construction, and trade and—to a lesser extent—to some employment gains in chemicals and other manufacturing industries.

Comparisons of the August 1964

Pittsburgh's "Golden Triangle."

Photo Pittsburgh Chamber of Commerce.

classification of the 150 major areas reporting to the Bureau of Employment Security, together with those for comparable periods over the past few years, are shown below.

Labor Supply Groups	August			
	1964	1963	1962	1961
Total	150	150	150	150
A Overall labor shortage	0	0	0	0
B Low unemployment	24	16	11	0
C Moderate unemployment	94	97	92	65
D Substantial unemployment	29	28	38	66
E Substantial unemployment	1	7	6	12
F Substantial unemployment	2	2	3	7

Newark, N.J. was added in August to the list of cities with populations of 250,000 or more designated as redevelopment cities by the Department of Commerce on the basis of substantial and persistent unemployment. The addition of Newark raised the total number of such cities to five (others: Cleveland, Oakland, Philadelphia, and Toledo). Firms located within the corporate limits of these municipalities are eligible for preference in bidding on Federal procurement contracts on the same basis as firms located in labor market areas of substantial and persistent unemployment.

In addition to the changes in major area classifications, 16 smaller areas were removed from the list of areas of substantial unemployment, while one smaller area—Santa Rosa, Calif.—was added. These changes reduced the number of "smaller areas of substantial unemployment" to 132, 15 fewer than in July and 32 fewer than in August 1963. The number of "very small" areas classified as areas of substantial unemployment dropped from 530 in July to 476 in August as 54 areas were removed. The August 1964 total represented a decline of 97 from the August 1963 figure of 570.

Much of the improvement in area labor market conditions has taken place in the last 8 months. Since the beginning of the year, there has been a noteworthy reduction in the number of areas, in all size groups, classified as areas of "substantial" and "substantial and persistent unemployment."

Size	Total		Substantial only		Substantial and persistent	
	August 1964	January 1964	August 1964	January 1964	August 1964	January 1964
Major	32	39	17	22	15	17
Smaller	132	153	48	56	84	97
Very small	476	581	66	121	410	460
Total	640	773	131	199	509	574

Between January and August 1964, seven major areas, including Beaumont-Port Arthur, Buffalo, Chattanooga, Hamilton-Middletown, Newark, San Juan, and Worcester, were removed from the list of "areas of substantial unemployment," while two Pennsylvania areas—Erie and Pittsburgh—were removed from the list of "areas of substantial and persistent unemployment." However, two other major areas—Paterson-Clifton-Passaic and Muskegon-Muskegon Heights—which were not included on the list of areas of substantial unemployment in January 1964, were so classified in August 1964.

—*Branch of Area Labor Market Reports.*

Lettershop Industry

(*Continued from page 31*)

and the other with 600. The larger of the two actually has a membership of several thousand firms, but on an international basis. In this city, their membership includes many companies closely allied to the lettershop industry, such as paper, envelope, and ink concerns.

There is also a labor union that is fairly active in the industry here. It has its own hiring hall and refers workers to jobs as needed. Since the union is involved in many industries and the lettershop part of its business is rather small, its interviewers often urge employers to call the State Employment Service when there are no union workers available.

Placement activity in our unit is, by the very nature of the business, hectic. Two interviewers make between 4,000 and 6,000 placements a year. In order to do this, they must have a streamlined system.

Faster Recording

To facilitate rapid fire selection and referral of workers, our office has developed a special employer order form on the face of which all information, including referral transactions, is recorded. This speeds up the recording process. A special application form has also been developed which provides spaces to record many more referrals than can be accommodated on the standard form. Handling this form is easier, and a longer series of transactions concerning any one applicant can be seen at a glance. Rush orders for workers, common to this industry, are usually handled by having a small pool of workers in the office for a few hours each morning.

Our relationship with the industry is excellent. The organizations and the employers work with us so well that we often get advance information about jobs. This enables us to have workers ready to start when the job starts. We also are often called by an employer who tells us his job is ending. This enables us to move his workers directly to another job, saving them a trip to our office.

This works out well for all concerned and means the building up of a mutual confidence between the applicant and the employer, and best of all, confidence in the Employment Service.

MANPOWER TRENDS

AREA JOBLESSNESS DROPS

Improvement in five major metropolitan centers led to their reclassification in September to categories of lower unemployment, with one area--Muskegon-Muskegon Heights, Michigan--moving from "substantial" to "moderate" unemployment. Major areas with substantial unemployment dropped from 32 in August to 31 in September, 6 fewer than September 1963. Of the 150 major labor market areas regularly surveyed by the Bureau of Employment Security and affiliated State agencies, 119 were designated as having relatively low or moderate unemployment in September, compared with 113 the year earlier. The addition of Gary-Hammond-East Chicago, Ind., Jackson, Miss., and Harrisburg, Pa. to the list of areas with relatively low unemployment increased the number of centers in this group to 27, compared with only 15 a year earlier.

NONFARM PAYROLL EMPLOYMENT AT ALL TIME HIGH

Total employment (including the self-employed, family workers, and domestics)--at 72.1 million in August--dropped about 300,000 from July, mainly because of seasonal cutbacks in agriculture. However, nonfarm payroll employment rose about a quarter of a million from July, reaching an alltime high of 59.2 million in August.

17.5 MILLION FACTORY JOBS

Largest over-the-month increase in payroll employment was 175,000 in manufacturing--somewhat less than the average July-August upturns of recent years, primarily as a result of earlier model changeover layoffs in the auto industry. Job strength continued in machinery and fabricated metals. At 17.5 million, factory employment was 330,000 above August a year ago. Highlighting the gains were 90,000 in machinery, 60,000 in primary metals, and 45,000 in fabricated metals.

CONSTRUCTION JOBS MAINTAIN HIGH LEVEL

At 3.5 million in August, employment in contract construction was 100,000 above last August. Changes among the service-type industries were about 80,000 better than seasonal in August. Jobs in transportation and public utilities this August totaled 60,000 above the previous year, marking the fifth successive month of increased employment. These two industries had been on a plateau from 1961 to 1963. Trade, services, and State and local government accounted for two-thirds of the 1.6 million expansion in nonfarm payroll jobs since August 1963.

AUGUST UNEMPLOYMENT DOWN, RATE UP

Unemployment fell by about 160,000 from July to 3.6 million in August--about 200,000 below a year earlier. In the first 8 months of 1964, unemployment averaged nearly 300,000 lower than in the 1963 period. Full-time jobseekers increased by 50,000 to 650,000. The latter group increased from 14 percent of all unemployed in 1963 to 16 percent in 1964.

The seasonally adjusted unemployment rate edged up to 5.1 percent in August from July's 4-1/2 year low of 4.9 percent. A less than seasonal decline in unemployment among teenagers was reflected in a rise in their unemployment rate from 13 to 15 percent. Since May, the overall unemployment rate has averaged 5.1 percent, lower than in any 4-month period since early 1960. August unemployment rates for all men (3.7 percent) and for married men (2.6 percent) were about the same as in May, when they reached their lowest levels since 1957. The jobless rate for adult women has ranged from 4.9 to 5.1 percent for the past 4 months, lower than at any time since the third quarter of 1960.

TEENAGER UNEMPLOYMENT

While the unemployment rate for nonwhite teenagers is about double that for whites, the situation is especially serious among nonwhite girls, whose unemployment rate thus far in 1964 is 2-1/2 times that for white girls. Worsening of the teenage employment situation in the last 7 years is attributed primarily to the increase in the number of teenagers, combined with a relative decline in jobs available to them. Between 1957 and 1964, 14-19 year olds in the labor force increased by 1.2 million, whereas the proportion of total employment accounted for by unskilled and semiskilled jobs--the types requiring little education, training, or skill and through which many youngsters enter the work force--decreased.

LONG-TERM UNEMPLOYMENT DROPS

Long-term unemployment, which averaged 1.1 million in both 1962 and 1963, dropped below 1 million, after seasonal adjustment, in several spring and summer months of 1964. In August, workers jobless 15 weeks or longer numbered 900,000 (seasonally adjusted)--the fewest since the third quarter of 1960. The proportion of long-term jobless among all unemployed has dropped slightly also. Based on January-August averages (seasonally adjusted), roughly one-quarter of all unemployed persons were in the long-term group in 1964, somewhat below the proportion in 1963, but slightly higher than in 1960 and considerably above the 1957 proportion.

USES MAILBAG

The editor welcomes letters from readers for this department. Comments on published articles, requests for additional information, inquiries about the program or operations of the Employment Service and evaluation of its accomplishments, or suggestions for future articles might be appropriate subjects. We hope that there will be a steady stream of letters to the editor.

Sir:

June 27, 1964, was a day many of us consider a landmark in the progress of employment counseling.

On that Saturday morning, about 20,000 men and women assembled in Employment Service offices across the Nation to be screened for participation in a federally sponsored youth opportunity program, Project CAUSE. My assignment that day was to supervise the giving of the test in Hartford, Conn. Subsequent assignments involved me in the selection of university candidates at Washington, D.C., evaluation of student progress at Boston University and Springfield College in Massachusetts, and finally working for several weeks on the job with 48 of the trainees in the same employment office where the testing session had been held.

When the first details of the proposed summer training program for Counselors and Youth Advisors reached the Connecticut State Employment Service administrative staff, we were enthusiastic. As one veteran of 27 years in the CSES remarked: "At last the time for talking has passed. The wheels have finally started to turn in the building of a sound service to disadvantaged youth."

The Connecticut State Employment Service staff used every means to recruit candidates—radio, television, contacts with 17 colleges and universities, and more than 20 columns of news items in papers throughout the State. At the conclusion of the Saturday morning test, I had taped an explanation of the screening session for Hartford's WTIC–TV.

Two days later came my assignment to participate in the "fine screen" of nationwide applicants in Washington, D.C.

In Washington, after a briefing in Escanaba Hall by Dr. Jesse Gordon and his aides, I worked with personnel called in from many States, to rough screen the applications for training. By the 4th of July, I had graduated to a two-man team assigning ratings to the test papers.

I was so impressed by the expertness and efficiency of the selection process and became so engrossed in the project I did not realize until my plane was about to land back at Bradley Field that my Capital sightseeing had been limited to daily walks between the Hall and my hotel.

Back in Connecticut, I was labeled a CAUSE expert and worked with the Training Officer and college officials in coordinating the on-the-job part of the training for 48 of the Springfield College trainees.

It was a stirring experience to sit with Dr. Albert Kaynor, Director of CAUSE for Springfield College, at the opening dinner meeting on July 20, with the assembled 100 trainees. These were some of the individuals who had been numbered applications and test papers in Escanaba Hall only days previously.

Later, I came to know as individuals half of this number, and others in training at Boston University, in subsequent evaluation sessions, and as trainees in a work situation. I have come to know them as sensitive, socially mature, and capable of making a practical assessment of youth problems. They should provide the stimulus for initiating a truly effective youth career guidance program in the public employment service. While opportunity for appraisal of their efforts and progress to date has been limited, we seem to be at last on the right track.

This is not to say that a crash program of college training, supplemented by on-the-job training, will henceforth be the source of all future counselors—but, it is proving to be an excellent incubator!

WILLIAM R. MOLAN
Field Supervisor
Connecticut State Employment Service

Mrs. Mary Dewey, Connecticut ES Director, explains to trainees the manual dexterity test they will learn to administer in on-the-job sessions.

STATISTICS

Table 1.—Selected Local Office Employment Service Activities, August 1964.

Table 2.—Nonagricultural Placements, by Special Applicant Groups, August 1964.

Table 3.—Nonagricultural Placements, August 1964.

Table 4.—Work Force, Unemployment, and Employment in 150 Major Labor Market Areas, July 1964 and July 1963.

Table 5.—Status of MDTA Institutional and ARA Training Programs Through August 1964.

Table 6.—Status of Trainees in MDTA Institutional Projects Completed Through June 1964.

Table 7.—MDTA Institutional Training by Major Occupational Groups and Characteristics of Enrollees Through June 30, 1964.

More detailed data are provided monthly in EMPLOYMENT SERVICE STATISTICS, available on request to the U.S. Employment Service, Bureau of Employment Security, Washington, D.C., 20210.

Table 1.--Selected Local Office Employment Service Activities
August 1964

State	Nonfarm Job Openings		Nonfarm Employer Contacts				New Applications 2/		Counseling Interviews		Placements			
												Nonagricultural		
	Total available openings 1/	Percentage change from year-ago	Employer visits	Percentage change from year-ago 3/	Promotional telephone contacts	Percentage change from year-ago 3/	Total	Percentage change from year-ago	Total	Percentage change from year-ago	Total agricultural	Total	Percentage change from year-ago	Short-time
Total	982441	-31	93729	-211	129712	-273	816257	-15	135660	-43	813546	554204	-92	165296
Alabama	17306	9	2361	-10.7	566	-36.7	11926	48	1160	-19	3140	10414	-41	2542
Alaska	2525	42.7	301	-22.8	366	-21.8	1448	12.5	240	6.7	17	1231	20.8	192
Arizona	12963	-26	1534	20.4	3618	-18.5	10004	12.1	1265	25.4	66952	8244	-9.4	2034
Arkansas	13666	3.1	1227	-13.5	1164	21.1	11521	-4.9	1999	-3.3	7140	10303	-2.6	3897
California	107769	-19.7	11957	-19.3	5941	-26.6	119075	.7	11276	-7.6	41300	57759	-27.3	20588
Colorado	13489	-1.5	1111	-12.3	1093	-43.3	11718	13.5	585	-.3	8938	9336	-.6	3580
Connecticut	17021	-3.7	1080	3.4	1797	7.2	12549	-.7	2402	-1.4	2465	7203	-18.4	1776
Delaware	1620	5.9	161	-56.7	75	82.9	1110	-5.9	429	24.5	1221	713	3.6.6	52
Dist. of Col.	9889	8.1	633	17.2	1240	-7.8	5090	4.9	2030	41.0	0	3370	1.1	1202
Florida	30478	-10.0	2155	-36.3	597	-52.7	17463	-12.8	2054	-7.7	1136	18842	-18.6	4016
Georgia	23539	1.4	1050	-29.2	392	-64.2	15874	-2.3	2468	-3.4	2579	14726	-11.2	2045
Guam	2025	353	0	--	12	--	140	1154	0	--	0	40	--	0
Hawaii	2186	23	103	-61.9	49	--	2528	-15.5	289	-17.7	126	806	-22.9	60
Idaho	5423	-16.8	745	-9.8	141	18.5	3812	2.6	593	-1.3	11880	3828	-27.0	1234
Illinois	35127	-3.0	3136	-16.0	16846	-36.9	28012	-15.0	5940	-4.3	9320	16869	-17.1	3878
Indiana	24020	24.9	2123	-51.4	1514	-31.6	19557	-1.1	1877	-17.6	10793	11703	1.92	2294
Iowa	13554	-1.2	2485	.6	3435	-11.1	8749	15.5	1035	-20.0	3910	9441	-5.6	2932
Kansas	11680	-6.3	1727	-17.3	1252	-24.6	8275	13.6	1632	6.4	1950	6725	-14.6	2786
Kentucky	8146	-8.1	477	-59.6	444	-74.8	10758	-.1	1035	-58.8	11040	4771	-25.7	1121
Louisiana	11836	7.2	755	-54.2	927	-47.7	9141	-10.1	1436	-3.8	3117	7447	-5.2	2418
Maine	10215	-9.2	682	-24.6	351	-47.5	2927	8.0	934	25.4	2517	2541	-17.1	113
Maryland	13589	-11.3	1585	-12.6	1854	-38.8	10702	-4.1	1931	2.5	29514	9055	-19.9	1238
Massachusetts	25489	-4.9	2462	-27.9	11528	-8.2	21099	-8.7	5096	12.8	5172	12299	-16.1	2313
Michigan	32989	34.1	1775	-22.6	3112	-34.5	48587	-1.5	5329	-5.4	26368	18615	17.3	4142
Minnesota	14651	-10.2	2141	22.5	2017	8.3	11912	-14.8	1322	-6.9	2605	8323	-17.5	2027
Mississippi	14064	-1.0	1582	-14.7	1383	-32.7	10886	-.3	2593	-2.4	43829	9394	-12.1	2037
Missouri	20451	5.9	2147	-21.3	712	-50.0	18806	-.9	3475	4.8	3341	10504	-2.4	3977
Montana	5794	31.3	1052	-30.0	1272	-34.1	4100	5.6	1185	-11.5	6111	4367	2.4.0	1245
Nebraska	6731	-10.5	1750	-41.5	1534	-58.2	5014	18.6	875	-36.4	4486	4745	-16.2	1925
Nevada	4759	-15.8	473	3.7	105	-57.7	3331	-8.3	486	28.6	2137	2833	-15.5	1086
New Hampshire	3641	-18.7	380	-35.3	375	-24.2	2197	-12.1	434	-8.1	59	1229	-38.9	15
New Jersey	31527	6.7	2963	55.3	3587	-35.6	24263	1.4	3317	18.0	30334	14357	9.1	3161
New Mexico	4718	-3.2	795	-5.5	543	7.5	4990	16.2	791	6.0	1763	3503	-5.8	1749
New York	112532	-6.1	7091	-15.7	31513	-19.8	67244	3.4	18116	11.0	18140	65369	-6.3	26033
North Carolina	23486	-3.5	1528	-18.3	1841	-22.0	20155	4.4	2341	-12.1	79802	12763	-7.3	1331
North Dakota	5485	5.2	317	-38.9	295	-39.8	2014	-6.2	292	6.1.3	3074	3022	-4.8	815
Ohio	35302	4.5	2477	-45.8	2731	-51.6	42466	5.0	6473	-3.6	28175	20121	1.3	7567
Oklahoma	19034	-6.4	1940	-26.8	939	-17.6	12761	-.7	3143	-17.3	5485	14841	-6.5	8617
Oregon	10453	-5.9	1771	1.7	1743	-22.8	9684	10.1	1791	.3	93229	6458	-22.0	1729
Pennsylvania	40384	10.0	6091	-27.8	7003	-27.0	37659	-8.1	10365	-23.5	60359	23926	2.3	5528
Puerto Rico	4729	-8.2	426	-49.0	449	-67.3	16162	-23.3	1870	-15.9	142	3249	-3.6	81
Rhode Island	5122	-5.1	738	-19.0	1721	-20.5	3813	3.7	946	18.4	9	2253	-22.5	343
South Carolina	10218	-26.7	775	-36.0	255	-13.0	8382	-1.9	1232	26.5	4179	6208	-33.8	1084
South Dakota	4372	-13.7	489	-2.2	164	-19.2	1919	-2.5	239	-37.8	690	2009	-19.0	728
Tennessee	15552	-7.4	1760	-10.3	617	-46.6	11952	-15.7	1383	-36.0	58546	10327	-9.5	1988
Texas	65927	12.9	7146	-7.1	5688	-4.4	56182	3.5	10284	-3.0	63673	45054	17.5	17466
Utah	4755	-14.9	953	-11.9	766	11.58	3955	-2.8	758	5.4	4648	3109	-16.7	855
Vermont	3013	3.4	159	-44.4	35	--	1355	-6.7	206	151	42	975	-19.6	85
Virginia	20254	3.9	1145	10.1	509	-50.1	9746	-3.3	3127	7.5	6408	9663	-3.9	2042
Virgin Islands	2130	15.9	32	--	38	--	245	38.4	45	--	0	114	-30.5	0
Washington	16612	-13.4	1661	-18.3	1819	83	14158	-7.5	1887	-11.1	34073	7624	-8.0	2869
West Virginia	4026	-31.7	348	-60.1	601	-44.1	5612	-6.1	1127	-33.7	818	2389	-47.0	666
Wisconsin	23339	-7.1	1529	-57.7	822	-68.1	12014	-1.8	2353	18.7	6311	7486	-32.9	1250
Wyoming	2836	1.4	445	-18.5	321	-12.8	1215	-7.5	169	-28.4	483	1708	8.7	544

1/ Opening on hand at the beginning of month plus openings received during the month.
2/ Should not be interpreted as a measure of the total number of new job applicants at Employment Service offices, since there are some types of applicants for whom written applications are not taken.
3/ Not computed if State volume for either period was under 50.

Table 2.--Nonagricultural Placements, by Special Applicant Groups
August 1964

	Total	Women	Persons under 22 years	Persons 45 years and over	Veterans 1/	Handicapped
Total	554,204	229,509	158,852	102,358	80,564	22,537
Alabama	10,414	4,731	3,003	1,627	856	204
Alaska	1,231	470	404	156	192	40
Arizona	8,244	3,097	2,699	1,065	1,321	328
Arkansas	10,303	3,575	3,401	1,833	1,427	573
California	57,759	24,013	21,056	10,440	8,991	1,462
Colorado	9,336	2,551	2,656	1,435	2,114	286
Connecticut	7,203	2,975	2,388	1,244	955	399
Delaware	713	347	119	94	78	10
Dist. of Col.	3,370	1,794	557	626	543	176
Florida	18,842	8,490	4,436	3,514	2,944	613
Georgia	14,726	5,421	3,599	1,805	1,692	367
Guam	40	7	3	0	0	0
Hawaii	806	342	307	97	102	44
Idaho	3,828	1,383	1,594	621	556	121
Illinois	16,869	6,153	4,785	2,531	3,178	524
Indiana	11,703	4,679	4,408	1,481	1,415	414
Iowa	9,441	3,247	3,826	1,498	1,765	433
Kansas	6,725	2,121	2,013	1,350	1,226	269
Kentucky	4,771	1,787	1,566	712	632	133
Louisiana	7,447	2,659	1,998	1,259	1,098	220
Maine	2,541	1,105	980	457	211	71
Maryland	9,055	4,278	2,127	1,612	1,116	140
Massachusetts	12,299	6,042	3,678	1,972	1,278	292
Michigan	18,615	6,073	5,991	2,764	2,770	905
Minnesota	8,323	3,357	3,336	1,510	1,554	427
Mississippi	9,394	3,973	2,914	1,243	829	219
Missouri	10,504	3,101	3,891	1,451	1,638	471
Montana	4,367	1,583	1,643	659	817	164
Nebraska	4,745	1,145	1,525	1,016	1,230	475
Nevada	2,833	1,141	519	733	688	73
New Hampshire	1,229	587	446	186	130	86
New Jersey	14,357	7,991	4,031	2,657	1,129	446
New Mexico	3,503	1,082	737	639	561	120
New York	65,369	37,653	12,259	18,271	6,922	3,041
North Carolina	12,763	6,116	3,682	1,490	1,385	436
North Dakota	3,022	944	1,122	357	459	162
Ohio	20,121	6,567	5,005	4,520	4,042	941
Oklahoma	14,841	4,022	2,953	3,831	3,899	1,209
Oregon	6,458	1,983	2,351	1,090	1,156	299
Pennsylvania	23,926	11,148	7,709	4,369	2,730	1,538
Puerto Rico	3,249	1,593	838	201	149	43
Rhode Island	2,253	1,203	902	415	168	134
South Carolina	6,208	2,916	1,743	974	556	154
South Dakota	2,009	631	606	383	439	81
Tennessee	10,327	4,871	3,052	1,344	1,250	372
Texas	45,054	16,017	9,177	9,559	7,926	2,335
Utah	3,109	1,118	871	544	678	172
Vermont	975	364	357	118	118	37
Virginia	9,663	4,227	2,557	1,344	803	251
Virgin Islands	114	51	42	9	1	0
Washington	7,624	2,289	2,347	1,358	1,331	297
West Virginia	2,389	968	825	404	310	90
Wisconsin	7,486	3,118	3,238	1,220	828	374
Wyoming	1,708	410	580	270	378	66

1/ Includes veterans of all wars.

Table 3.--Nonagricultural Placements, August 1964

STATE	INDUSTRY DIVISION						
	TOTAL	CONSTRUC-TION	MANUFAC-TURING	WHOLESALE AND RETAIL TRADE	SERVICE		ALL OTHER 1/
					TOTAL	DOMESTIC	
TOTAL	554,204	39,296	140,625	126,215	196,644	107,014	51,424
ALABAMA	10,414	1,284	2,427	2,242	3,850	2,694	611
ALASKA	1,231	86	297	189	307	145	352
ARIZONA	8,244	537	848	2,060	4,010	2,487	789
ARKANSAS	10,303	1,093	2,501	2,231	3,532	1,886	946
CALIFORNIA	57,759	1,531	11,019	13,166	26,663	14,712	5,380
COLORADO	9,336	792	1,476	2,591	2,756	1,238	1,721
CONNECTICUT	7,203	454	2,248	1,928	2,069	1,190	504
DELAWARE	713	39	405	99	132	85	38
DIST OF COL	3,370	87	64	786	1,985	1,400	448
FLORIDA	18,842	2,312	2,317	4,771	7,656	4,329	1,786
GEORGIA	14,726	1,989	3,802	4,077	4,169	3,036	689
GUAM	40	21	6		3	2	10
HAWAII	806	158	101	216	209	40	122
IDAHO	3,828	233	933	877	1,361	815	424
ILLINOIS	16,869	347	6,264	4,345	4,609	1,338	1,304
INDIANA	11,703	536	4,379	2,765	3,231	1,656	792
IOWA	9,441	835	2,371	2,715	2,318	658	1,202
KANSAS	6,725	732	991	1,721	1,932	1,209	1,349
KENTUCKY	4,771	316	1,268	1,017	1,581	741	589
LOUISIANA	7,447	843	1,036	2,189	2,480	1,429	899
MAINE	2,541	278	1,157	528	456	109	122
MARYLAND	9,055	1,011	3,499	1,599	2,548	1,548	398
MASSACHUSETTS	12,299	482	4,373	2,451	4,448	1,090	545
MICHIGAN	16,615	775	7,891	3,827	5,120	1,956	1,002
MINNESOTA	8,323	378	3,311	1,627	1,875	748	1,132
MISSISSIPPI	9,394	1,042	2,918	1,738	2,910	2,030	786
MISSOURI	10,504	407	3,241	2,376	3,532	948	948
MONTANA	4,367	346	496	1,385	1,107	312	1,033
NEBRASKA	4,745	710	963	1,212	915	391	945
NEVADA	2,833	135	123	753	1,353	653	469
NEW HAMPSHIRE	1,229	95	646	205	219	21	64
NEW JERSEY	14,357	437	4,993	2,476	5,967	3,471	484
NEW MEXICO	3,503	386	190	937	1,508	964	482
NEW YORK	65,369	1,321	15,574	11,223	33,579	20,316	3,672
NORTH CAROLINA	12,763	1,753	5,100	2,087	2,852	1,944	971
NORTH DAKOTA	3,022	497	284	831	711	286	699
OHIO	20,121	1,682	6,549	5,092	5,496	2,843	1,302
OKLAHOMA	14,841	1,487	1,389	4,295	5,311	2,951	2,359
OREGON	6,458	386	1,367	1,608	1,917	962	1,180
PENNSYLVANIA	23,926	1,171	9,108	5,491	7,244	3,085	912
PUERTO RICO	3,249	489	1,408	449	536	180	367
RHODE ISLAND	2,253	93	1,070	437	545	342	108
SOUTH CAROLINA	6,208	725	1,899	1,112	2,154	1,723	318
SOUTH DAKOTA	2,009	287	150	623	545	310	404
TENNESSEE	10,327	817	3,522	2,228	3,128	1,988	632
TEXAS	45,054	5,140	6,463	12,567	15,964	10,191	4,920
UTAH	3,109	269	475	1,111	876	356	378
VERMONT	975	183	211	275	263	80	43
VIRGINIA	9,663	1,375	2,411	1,862	3,200	1,994	815
VIRGIN ISLANDS	114	29	16	25	30	13	14
WASHINGTON	7,624	271	1,424	1,421	2,156	913	2,352
WEST VIRGINIA	2,389	110	404	704	943	390	228
WISCONSIN	7,486	247	3,177	1,321	1,839	592	902
WYOMING	1,708	257	70	354	544	224	483

1/ Includes forestry and fishing; mining; transportation, communication, and other public utilities; finance, insurance, and real estate; government; establishments not elsewhere classified.

Table 4.--Work Force, Unemployment, and Employment in 150 Major Labor Market Areas

JULY 1964 AND JULY 1963

STATE AND AREA	WORK FORCE		UNEMPLOYMENT				EMPLOYMENT					
	Number		Number		Rate 1/		TOTAL 2/		Nonagricultural Wage and Salary			
							Number		Total		Manufacturing	
	July P/ 1964	July 1963	July P/ 1964	July 1963	JulyP/ 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963
	(IN THOUSANDS)						(IN THOUSANDS)					
Total - 150 Areas	47,232.3	46,555.2	2,259.6	2,439.8	XXX	XXX	44,972.7	44,314.4	39,182.4	38,526.4	11,866.7	11,806.2
Alabama												
*Birmingham	244.9	244.3	10.0	12.3	4.1	5.0	234.9	232.0	201.8	199.9	60.3	60.5
*Mobile	118.3	119.5	5.7	5.8	4.8	4.9	112.6	113.7	94.5	94.9	16.9	17.5
Arizona												
*Phoenix	283.7	270.3	13.0	13.2	4.6	4.9	270.7	257.1	219.7	207.3	43.7	40.7
Arkansas												
*Little Rock-North Little Rock	113.2	110.8	2.9	3.0	2.6	2.7	110.3	107.8	93.1	90.5	17.7	16.5
California												
Fresno	167.6	165.5	11.3	12.1	6.7	7.3	156.3	153.4	98.8	95.5	16.1	15.3
Los Angeles-Long Beach	3,225.1	3,146.5	189.7	185.0	5.9	5.9	3,035.4	2,961.5	2,686.8	2,614.6	854.9	854.3
Sacramento	226.0	216.8	12.6	11.1	5.6	5.1	213.4	205.7	187.9	181.6	33.0	32.5
San Bernardino-Riverside-Ontario	312.8	298.9	18.5	17.0	5.9	5.7	294.3	281.9	226.8	215.4	39.9	38.3
San Diego	339.7	339.0	25.4	25.5	7.5	7.5	314.3	313.5	259.9	261.2	49.3	56.7
San Francisco-Oakland	1,313.5	1,284.9	69.0	70.0	5.3	5.4	1,244.5	1,214.9	1,095.3	1,066.5	201.8	202.2
San Jose	333.0	316.3	19.3	16.5	5.8	5.2	313.7	299.8	263.9	252.3	89.0	90.7
Stockton	102.5	99.7	7.3	9.0	7.1	9.0	95.2	90.7	69.2	65.6	14.1	12.9
Colorado												
**Denver	443.9	446.3	13.4	16.4	3.0	3.7	430.5	429.9	369.1	364.3	67.0	65.6
Connecticut												
*Bridgeport	154.3	152.9	9.5	9.4	6.2	6.1	144.8	143.5	130.7	129.3	68.6	69.2
*Hartford	294.7	295.3	11.3	12.2	3.8	4.1	283.4	283.1	257.2	256.7	91.1	92.7
*New Britain	47.6	47.3	2.7	3.3	5.7	7.0	44.9	44.0	41.1	40.2	23.6	23.1
*New Haven	154.9	155.5	7.4	7.7	4.8	5.0	147.5	147.8	130.7	130.9	40.8	42.9
*Stamford	80.7	80.9	3.6	3.2	4.5	4.0	77.1	77.7	64.1	64.6	22.0	24.4
*Waterbury	81.2	83.0	5.9	6.6	7.3	8.0	75.3	76.4	66.5	68.2	35.5	37.8
Delaware												
*Wilmington	193.9	187.0	6.6	5.7	3.4	3.0	187.3	181.3	158.9	153.4	63.7	61.7
District of Columbia												
*Washington	1,001.4	987.0	24.5	25.1	2.4	2.5	976.9	961.9	870.3	853.7	37.8	37.0
Florida												
*Jacksonville	181.5	182.5	4.8	7.0	2.6	3.8	176.7	175.5	150.0	148.4	21.3	21.0
*Miami 3/	424.4	436.6	28.5	42.6	6.7	9.8	395.9	394.0	323.2	319.5	46.1	44.6
*Tampa-St. Petersburg	279.7	275.4	11.1	13.6	4.0	4.9	268.6	261.8	214.3	205.8	40.0	36.7
Georgia												
*Atlanta	518.2	498.2	14.6	16.0	2.8	3.2	503.6	482.2	444.9	423.8	100.8	96.5
Augusta	80.9	80.7	2.9	3.2	3.5	3.9	78.0	77.5	65.9	65.1	25.5	24.7
Columbus	67.1	65.2	2.4	2.9	3.6	4.5	64.7	62.3	53.2	51.0	17.6	16.9
Macon	74.2	73.8	2.6	2.5	3.5	3.4	71.6	71.3	60.4	60.1	12.1	11.7
*Savannah	68.9	67.7	3.2	3.9	4.6	5.8	65.7	63.8	55.8	53.6	14.6	14.2
Hawaii												
Honolulu	213.7	209.2	8.0	9.7	3.7	4.6	205.7	199.5	183.0	176.3	24.8	23.3
Illinois												
*Chicago	2,934.3	2,914.9	118.0	135.0	4.0	4.6	2,816.3	2,779.9	2,539.9	2,503.6	863.9	849.9
Davenport-Rock Island-Moline	125.3	120.8	3.6	4.7	2.9	3.9	121.7	116.1	105.0	99.4	43.4	39.3
Peoria	124.4	119.5	4.2	4.8	3.4	4.0	120.2	114.7	103.8	98.4	42.8	39.3
Rockford	97.1	94.9	3.0	3.8	3.1	4.0	94.1	91.1	81.0	78.8	42.4	40.4
Indiana												
*Evansville	79.5	79.6	2.9	2.7	3.6	3.4	76.6	76.9	67.4	67.7	26.1	26.0
*Fort Wayne	105.5	104.8	2.8	3.5	2.7	3.3	102.7	101.3	92.4	91.0	38.1	37.0

Work Force, Unemployment, and Employment in 150 Major Labor Market Areas

JULY 1964 AND JULY 1963

STATE AND AREA	WORK FORCE		UNEMPLOYMENT				EMPLOYMENT					
	Number		Number		Rate 1/		TOTAL 2/		Nonagricultural Wage and Salary			
							Number		Total		Manufacturing	
	July P/ 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963	July P 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963
	(IN THOUSANDS)						(IN THOUSANDS)					
Indiana (Cont'd)												
Gary-Hammond-East Chicago	214.6	212.7	6.0	8.4	2.8	3.9	208.6	204.3	192.0	187.8	104.8	103.0
*Indianapolis	350.9	349.0	11.5	12.2	3.3	3.5	339.4	336.8	310.3	307.6	106.0	104.0
*South Bend	90.9	92.0	6.8	6.4	7.5	7.0	84.1	85.6	76.8	78.3	29.9	32.2
Terre Haute	43.6	43.4	2.0	2.0	4.6	4.6	41.6	41.4	35.8	35.6	10.4	10.1
Iowa												
Cedar Rapids	69.8	68.7	1.3	1.1	1.9	1.6	68.5	67.6	55.0	53.4	23.9	23.5
*Des Moines	126.0	125.1	2.8	3.0	2.2	2.4	123.2	122.1	105.6	104.2	22.1	22.1
Kansas												
*Wichita	157.2	151.9	6.1	6.2	3.8	4.0	151.1	145.7	130.6	125.3	45.3	42.1
Kentucky												
*Louisville	303.5	301.4	11.0	13.2	3.6	4.4	292.5	288.2	257.6	253.4	89.5	86.9
Louisiana												
*Baton Rouge	89.8	89.4	3.5	4.0	3.9	4.5	86.3	85.4	72.2	71.1	15.6	15.8
*New Orleans	365.7	357.0	17.6	20.0	4.8	5.6	348.1	337.0	308.7	297.6	54.2	50.3
*Shreveport	107.4	108.2	4.1	4.9	3.8	4.5	103.3	103.3	75.4	74.1	9.7	9.6
Maine												
*Portland	68.4	67.5	2.7	2.4	3.9	3.6	65.7	65.1	57.7	57.0	14.6	14.4
Maryland												
*Baltimore	750.7	744.6	31.8	35.8	4.2	4.8	718.9	708.8	647.1	639.3	186.9	192.6
Massachusetts												
Boston	1,233.8	1,225.7	61.6	62.3	5.0	5.1	1,172.2	1,163.4	1,048.2	1,039.4	267.9	280.8
Brockton	50.7	50.3	3.8	4.9	7.5	9.6	46.9	45.4	40.2	38.7	16.0	14.9
Fall River	56.7	58.4	7.5	7.7	13.2	13.1	49.2	50.7	41.3	42.7	20.5	22.2
Lawrence-Haverhill	90.0	93.3	6.7	9.1	7.4	9.8	83.3	84.2	74.6	75.8	41.0	42.6
Lowell	53.6	52.5	4.4	5.1	8.3	9.6	49.2	47.4	44.3	42.7	19.1	19.4
New Bedford	62.9	65.0	4.8	5.9	7.5	9.1	58.1	59.1	49.9	50.8	25.3	26.1
Springfield-Chicopee-Holyoke	209.3	209.2	13.3	15.0	6.4	7.2	196.0	194.2	176.6	172.9	67.9	66.1
Worcester	131.3	133.0	7.5	9.2	5.7	6.9	123.8	123.8	111.3	111.3	46.6	46.9
Michigan												
Battle Creek	65.3	64.9	2.5	2.9	3.8	4.5	62.8	62.0	52.6	51.6	24.1	22.9
*Detroit	1,464.9	1,402.1	80.0	71.0	5.5	5.1	1,384.9	1,331.1	1,246.1	1,204.3	509.5	493.3
*Flint	149.0	142.3	5.7	3.5	3.8	2.5	143.3	138.8	128.4	124.1	74.7	71.9
*Grand Rapids	147.3	147.0	6.7	6.6	4.5	4.5	140.6	140.4	121.1	120.6	50.4	50.6
Kalamazoo	70.1	69.9	1.7	2.6	2.4	3.7	68.4	67.3	59.5	58.2	26.6	25.9
*Lansing	117.4	114.2	2.9	3.6	2.5	3.2	114.5	110.6	96.4	92.6	33.2	30.0
*Muskegon-Muskegon Heights	54.6	55.8	2.7	2.3	4.9	4.1	51.9	53.5	45.2	46.3	23.5	24.7
*Saginaw	71.8	69.0	1.4	2.4	1.9	3.5	70.4	66.6	59.8	56.3	27.6	25.0
Minnesota												
*Duluth-Superior	60.8	61.4	3.7	4.1	6.1	6.7	57.1	57.3	50.6	51.1	9.6	9.5
*Minneapolis-St. Paul	709.4	698.3	22.2	23.1	3.1	3.3	687.2	675.2	612.1	598.8	162.5	159.4
Mississippi												
*Jackson	92.1	91.6	2.7	3.1	2.9	3.4	89.4	88.5	71.4	70.4	11.6	11.3
Missouri												
*Kansas City	483.6	476.5	21.5	22.9	4.4	4.8	462.1	453.6	415.3	407.9	115.7	110.6
*St. Louis	901.1	894.8	34.9	41.2	3.9	4.6	866.2	853.6	763.2	749.2	263.5	258.4
Nebraska												
*Omaha	204.2	203.8	6.0	7.0	2.9	3.4	198.2	196.8	171.1	169.2	35.9	35.4
New Hampshire												
*Manchester	48.5	49.8	2.0	3.1	4.1	6.2	46.5	46.7	42.4	42.4	16.1	16.4

Work Force, Unemployment, and Employment in 150 Major Labor Market Areas

JULY 1964 AND JULY 1963

STATE AND AREA	WORK FORCE Number		UNEMPLOYMENT Number		UNEMPLOYMENT Rate 1/		EMPLOYMENT TOTAL 2/ Number		EMPLOYMENT Nonagricultural Wage and Salary Total		EMPLOYMENT Nonagricultural Wage and Salary Manufacturing	
	July P/ 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963
	(IN THOUSANDS)						(IN THOUSANDS)					
New Jersey												
Atlantic City	83.3	83.6	4.1	3.9	4.9	4.7	79.2	79.7	60.3	60.7	8.9	9.1
*Jersey City	290.8	297.3	20.8	22.4	7.2	7.5	270.0	274.9	248.3	253.1	112.7	115.7
*Newark	823.6	826.8	47.8	51.1	5.8	6.2	775.8	775.7	681.2	679.7	233.6	237.8
*New Brunswick-Perth Amboy	233.9	234.0	14.1	13.5	6.0	5.8	219.8	220.5	191.3	191.2	87.1	91.5
*Paterson-Clifton-Passaic	500.2	495.4	34.1	30.0	6.8	6.1	466.1	465.4	393.5	392.3	160.3	166.7
*Trenton	133.6	133.4	6.1	6.5	4.6	4.9	127.5	126.9	111.8	110.8	38.5	38.3
New Mexico												
*Albuquerque	109.9	105.9	4.5	4.4	4.1	4.2	105.4	101.5	91.7	88.0	9.0	8.7
New York												
*Albany-Schenectady-Troy	279.7	279.7	11.4	12.3	4.1	4.4	268.3	267.4	232.8	232.0	60.5	62.7
*Binghamton	93.9	94.6	3.7	4.8	3.9	5.1	90.2	89.8	78.8	78.1	35.5	35.1
*Buffalo	529.9	524.8	29.9	33.2	5.6	6.3	500.0	491.6	442.4	432.4	171.3	166.8
*New York	5,322.3	5,322.5	305.9	329.8	5.7	6.2	5,016.4	4,992.7	4,361.5	4,322.9	1,073.4	1,090.1
*Rochester	292.4	282.3	6.8	8.8	2.3	3.1	285.6	273.5	254.0	241.5	116.2	109.9
*Syracuse	234.3	237.1	9.2	11.5	3.9	4.9	225.1	225.6	190.0	189.7	63.1	64.4
*Utica-Rome	132.2	135.1	8.2	8.6	6.2	6.4	124.0	126.5	101.8	104.2	35.8	37.8
North Carolina												
Asheville	58.4	57.6	2.3	2.4	3.9	4.2	56.1	55.2	46.2	45.3	17.4	17.0
Charlotte	139.9	137.0	4.6	4.4	3.3	3.2	135.3	132.6	118.1	115.8	29.3	28.6
Durham	51.7	51.7	2.7	3.7	5.3	7.2	49.0	48.0	41.9	40.8	11.3	11.6
Greensboro-High Point	133.4	131.7	3.7	4.6	2.8	3.5	129.7	127.1	107.8	105.2	45.8	45.3
Winston-Salem	93.6	94.0	4.3	4.5	4.5	4.8	89.3	89.5	76.3	76.1	35.6	36.8
Ohio												
*Akron	204.9	204.3	6.8	8.7	3.3	4.3	198.1	195.6	178.1	175.4	80.2	79.2
*Canton	131.8	133.2	4.9	6.9	3.7	5.2	126.9	126.3	111.3	110.1	53.3	53.4
*Cincinnati	460.7	467.8	18.1	19.9	3.9	4.3	442.6	447.9	392.4	397.5	138.4	145.8
*Cleveland	817.4	817.8	30.8	32.9	3.8	4.0	786.6	784.9	709.0	707.1	271.8	274.6
*Columbus	326.0	321.1	10.3	10.3	3.2	3.2	315.7	310.8	281.8	276.8	72.3	72.8
*Dayton	305.0	299.1	7.5	9.4	2.5	3.1	297.5	289.7	262.9	253.8	107.1	100.7
Hamilton-Middletown	74.1	73.4	4.1	4.8	5.5	6.5	70.0	68.6	60.9	59.7	27.5	26.9
Lorain-Elyria	76.8	74.4	2.9	2.8	3.8	3.8	73.9	71.6	64.1	61.8	32.2	31.6
Steubenville-Weirton	68.1	64.8	2.4	3.0	3.5	4.6	65.7	61.8	58.7	54.9	32.0	29.7
*Toledo	188.9	188.3	8.1	8.6	4.3	4.6	180.8	179.7	159.7	158.3	59.9	58.8
*Youngstown-Warren	189.4	190.2	6.9	9.8	3.6	5.2	182.5	180.4	161.0	158.7	75.8	73.8
Oklahoma												
*Oklahoma City	244.4	238.7	8.9	8.5	3.6	3.6	235.5	230.2	201.4	196.1	25.7	24.3
*Tulsa	182.6	175.9	7.3	9.3	4.0	5.3	175.3	166.6	146.2	137.8	31.6	28.1
Oregon												
*Portland	376.5	370.3	14.1	16.2	3.7	4.4	362.4	354.1	293.1	285.2	71.8	68.6
Pennsylvania												
*Allentown-Bethlehem-Easton	224.1	224.6	9.5	12.6	4.2	5.6	214.6	212.0	187.1	185.3	95.3	94.8
*Altoona	51.8	52.2	4.2	4.4	8.1	8.4	47.6	47.8	41.6	41.6	12.4	12.2
*Erie	100.7	98.5	5.5	6.2	5.5	6.3	95.2	92.3	81.6	78.1	39.3	36.2
*Harrisburg	172.9	172.7	5.1	7.0	2.9	4.1	167.8	165.7	150.3	147.6	34.2	34.2
*Johnstown	87.3	88.8	5.1	8.1	5.8	9.1	82.2	80.7	70.0	68.7	25.2	24.2
*Lancaster	128.7	126.6	3.3	3.8	2.6	3.0	125.4	122.8	100.6	98.4	49.2	48.0
*Philadelphia	1,880.8	1,884.8	113.6	127.1	6.0	6.7	1,767.2	1,757.7	1,526.1	1,518.1	533.6	536.0
*Pittsburgh	913.5	921.9	46.4	63.8	5.1	6.9	867.1	858.1	770.4	759.6	281.3	277.6
*Reading	127.6	127.6	6.0	6.5	4.7	5.1	121.6	121.1	104.2	103.5	51.1	50.7
*Scranton	94.8	97.5	8.4	12.2	8.9	12.5	86.4	85.3	75.8	74.7	31.5	30.2
*Wilkes-Barre--Hazleton	133.7	135.1	11.6	13.9	8.7	10.3	122.1	121.2	105.8	105.0	45.3	44.3
*York	109.6	108.2	3.9	6.0	3.6	5.5	105.7	102.2	88.7	85.1	44.2	40.7
Puerto Rico												
Mayaguez	30.0	28.3	4.2	4.2	14.0	14.8	25.8	24.1	19.1	17.8	7.7	7.8
Ponce	42.9	41.6	6.0	6.3	14.0	15.1	36.9	35.3	26.2	25.0	8.8	8.4
San Juan	233.1	231.6	13.6	14.2	5.8	6.1	219.5	217.4	184.6	182.0	29.3	29.7

Work Force, Unemployment, and Employment in 150 Major Labor Market Areas

JULY 1964 AND JULY 1963

STATE AND AREA	WORK FORCE		UNEMPLOYMENT				EMPLOYMENT					
	Number		Number		Rate 1/		TOTAL 2/		Nonagricultural Wage and Salary			
							Number		Total		Manufacturing	
	July P/ 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963	July P/ 1964	July 1963
	(IN THOUSANDS)						(IN THOUSANDS)					
Rhode Island												
**Providence-Pawtucket	362.2	364.2	24.2	26.9	6.7	7.4	338.0	337.3	304.8	304.1	127.0	128.0
South Carolina												
*Charleston	81.4	80.4	3.3	3.7	4.1	4.6	78.1	76.7	62.3	60.7	10.3	9.9
*Greenville	118.8	119.0	5.0	7.2	4.2	6.1	113.8	111.8	92.1	89.8	46.3	45.5
Tennessee												
*Chattanooga	123.4	119.9	6.2	8.9	5.0	7.4	117.2	111.0	99.1	93.6	41.9	39.2
*Knoxville	151.4	148.7	5.8	7.1	3.8	4.8	145.6	141.6	123.9	119.8	44.0	42.9
*Memphis	278.0	274.0	9.5	10.7	3.4	3.9	268.5	263.3	212.3	207.3	48.4	47.4
*Nashville	212.6	INA	7.9	INA	3.7	INA	204.7	199.0	169.6	165.2	50.5	49.9
Texas												
Austin	93.5	90.9	2.9	3.8	3.1	4.1	90.6	87.1	73.8	70.5	5.8	5.6
Beaumont-Port Arthur	123.9	124.4	7.8	8.5	6.3	6.8	116.1	115.9	98.5	99.0	35.0	36.4
Corpus Christi	78.1	76.1	3.1	3.6	4.0	4.7	75.0	72.5	61.6	59.3	8.8	8.8
*Dallas	542.0	525.1	20.0	20.8	3.7	4.0	522.0	504.3	458.1	441.2	112.6	109.2
El Paso	99.9	99.8	4.7	5.2	4.7	5.2	95.2	94.6	81.7	81.2	15.7	15.7
*Fort Worth	247.5	238.8	10.5	11.5	4.2	4.8	237.0	227.3	197.6	188.7	58.4	52.7
*Houston	611.6	603.9	23.6	25.2	3.9	4.2	588.0	578.7	504.2	493.6	97.6	94.8
*San Antonio	230.4	228.1	10.6	11.9	4.6	5.2	219.8	216.2	188.2	184.8	24.3	24.1
Utah												
*Salt Lake City	197.6	195.6	8.2	7.5	4.1	3.8	189.4	188.1	156.7	162.2	26.5	30.1
Virginia												
Newport News-Hampton	93.3	90.1	2.7	2.7	2.9	3.0	90.6	87.4	79.5	76.5	26.3	24.7
**Norfolk-Portsmouth	197.7	195.8	6.3	6.5	3.2	3.3	191.4	189.3	163.0	160.7	18.0	17.0
**Richmond	217.9	211.1	5.9	5.1	2.7	2.4	212.0	206.0	186.2	180.7	45.7	44.0
**Roanoke	75.6	74.0	2.4	2.1	3.2	2.9	73.2	71.9	63.9	63.2	15.1	15.0
Washington												
*Seattle	497.6	504.2	30.0	29.4	6.0	5.8	467.6	474.8	396.1	401.5	110.9	117.8
*Spokane	93.9	95.3	4.5	4.9	4.8	5.1	89.4	90.4	73.7	74.7	13.0	12.9
*Tacoma	122.2	115.2	6.8	6.6	5.6	5.7	115.4	108.6	82.7	80.9	18.2	16.8
West Virginia												
*Charleston	91.5	91.7	4.9	5.5	5.4	6.0	86.6	86.2	74.9	75.9	21.0	22.4
*Huntington-Ashland	91.4	89.6	5.9	6.9	6.5	7.6	85.5	82.7	72.7	69.5	25.2	24.4
*Wheeling	66.5	67.1	4.6	6.2	6.8	9.2	61.9	60.9	51.0	50.1	15.8	16.2
Wisconsin												
*Kenosha	40.3	43.3	4.4	1.3	10.9	3.0	35.9	42.0	31.7	37.6	16.0	22.3
*Madison	107.1	102.6	2.7	2.4	2.5	2.3	104.4	100.2	89.2	84.8	14.3	13.7
*Milwaukee	538.3	536.5	23.0	23.6	4.3	4.4	515.3	512.9	470.5	468.8	190.3	194.9
*Racine	57.1	54.8	2.9	2.1	5.1	3.8	54.2	52.7	47.5	45.9	22.5	21.8

NOTES:

* Nonagricultural wage and salary employment statistics for these areas have been developed entirely or in part under the current employment statistics program operated jointly by State employment security agencies, the Bureau of Employment Security, and the Bureau of Labor Statistics.

** Nonagricultural wage and salary employment statistics for these areas have been developed entirely or in part under the BLS employment statistics program jointly with an agency other than the State employment security agency.

P/ Data for July 1964 preliminary.

1/ Unemployment Rate--Unemployment as a percent of work force. Unemployment rates shown are not seasonally adjusted.

2/ Includes persons involved in labor-management disputes.

3/ Workforce, employment, and unemployment data include Cuban refugees.

INA Information not available.

Table 5.--Status of MDTA Institutional and ARA Training Programs Through August 1964 1/

State	MDTA Institutional Program				ARA Program 2/			
	Approved Projects		Approved Trainees		Approved Projects		Approved Trainees	
	August 1964	Cumulative	August 1964	Cumulative	August 1964	Cumulative	August 1964	Cumulative
TOTAL	303	3,890	13,195	204,027	26	796	979	36,171
Alabama	2	33	-	6,014	1	12	25	1,084
Alaska	2	15	41	1,698	-	8	-	225
Arizona	2	30	90	1,859	-	4	-	215
Arkansas	14	57	308	1,453	2	30	52	1,140
California	26	287	1,357	16,614	-	1	-	24
Colorado	2	47	36	1,740	-	6	-	116
Connecticut	3	108	150	8,084	-	13	-	1,097
Delaware	-	8	-	491	-	-	-	-
Dist. of Columbia	-	28	-	2,090	-	-	-	-
Florida	4	77	353	5,007	-	2	-	107
Georgia	-	34	-	3,557	-	5	-	493
Hawaii	-	15	-	616	1	6	20	137
Idaho	11	22	199	496	-	4	-	47
Illinois	12	173	722	12,408	-	26	-	1,552
Indiana	9	81	337	4,283	-	5	-	522
Iowa	3	51	76	1,770	-	2	-	60
Kansas	4	50	181	1,725	-	4	-	58
Kentucky	26	150	769	7,217	-	47	-	1,489
Louisiana	-	-	-	-	-	1	-	30
Maine	-	66	-	3,417	-	27	-	839
Maryland	-	26	-	2,123	-	9	-	511
Massachusetts	14	172	590	6,545	4	24	135	627
Michigan	11	198	419	9,455	5	65	402	4,215
Minnesota	5	59	184	1,725	-	11	-	1,237
Mississippi	-	5	-	2,205	-	-	-	-
Missouri	6	126	415	5,386	-	8	-	490
Montana	-	36	-	769	-	19	-	707
Nebraska	2	34	91	1,373	-	-	-	-
Nevada	2	38	120	1,809	-	5	-	265
New Hampshire	-	28	-	1,411	-	-	-	-
New Jersey	8	147	193	4,939	1	28	20	1,596
New Mexico	4	31	226	1,135	-	20	-	982
New York	21	214	2,026	17,651	-	4	-	280
North Carolina	-	74	-	2,090	1	47	40	1,087
North Dakota	1	44	1	668	-	16	-	347
Ohio	17	196	881	8,372	2	35	57	1,041
Oklahoma	2	49	21	5,112	-	48	-	2,283
Oregon	4	50	125	2,459	-	2	-	85
Pennsylvania	19	215	775	9,427	3	55	113	3,096
Puerto Rico	18	203	714	4,976	-	10	-	590
Rhode Island	-	33	-	775	-	13	-	1,108
South Carolina	-	19	-	5,496	2	6	30	437
South Dakota	2	17	26	302	-	11	-	290
Tennessee	9	86	201	4,021	1	28	20	801
Texas	12	141	421	5,718	-	28	-	567
Utah	1	31	30	891	-	-	-	-
Vermont	1	29	15	787	-	1	-	20
Virginia	8	57	430	3,333	-	1	-	96
Virgin Islands	6	27	75	491	-	-	-	-
Washington	5	56	370	4,510	-	8	-	300
West Virginia	1	35	15	3,617	2	48	35	2,949
Wisconsin	5	72	211	3,649	1	40	30	885
Wyoming	1	10	1	268	-	2	-	24
American Samoa	-	-	-	-	-	1	-	20

1/ Monthly data increase unless otherwise noted.
2/ Includes institutional and on-the-job projects.

Table 6.--Status of Trainees in MDTA Institutional Projects Completed Through June 1964 1/

State	Number Trainees Completing Courses 2/	Number Trainees Obtaining Employment 2/	Percent Obtaining Employment of Those Completing Training 2/	Number Employed in Training-Related Jobs 2/	Number Trainees Placed in Jobs by Employment Service	Percent of Trainees Placed by Employment Service of Those Obtaining Employment	Percent Terminated of Enrolled
TOTAL	50,552	36,719	72.6	31,811	24,076	65.5	27.8
Alabama	628	400	63.7	363	270	67.5	26.4
Alaska	146	130	89.0	114	86	66.6	25.9
Arizona	386	343	88.9	333	228	66.5	22.2
Arkansas	377	318	84.9	263	104	31.4	34.2
California	4,982	3,486	70.0	2,903	2,125	60.9	24.5
Colorado	174	139	79.9	125	54	38.8	25.0
Connecticut	2,188	1,719	78.6	1,484	1,339	77.9	24.9
Delaware	83	75	90.0	67	63	84.0	22.4
Dist. of Col.	553	357	64.6	295	156	43.7	30.0
Florida	774	492	63.6	456	317	64.4	26.0
Georgia	224	159	71.0	142	92	57.9	39.1
Hawaii	246	226	91.9	218	212	93.8	18.0
Idaho	59	39	66.1	34	30	76.9	33.7
Illinois	3,664	2,671	72.9	2,402	2,052	76.8	35.5
Indiana	947	640	67.6	520	352	55.0	33.8
Iowa	506	385	76.1	336	289	75.1	15.9
Kansas	473	362	76.5	332	283	78.2	28.7
Kentucky	1,000	730	73.0	600	379	51.9	33.1
Louisiana	-	-	-	-	-	-	-
Maine	1,098	827	75.6	771	755	91.3	7.5
Maryland	256	196	76.6	174	114	58.2	40.3
Massachusetts	1,549	1,086	70.1	941	774	71.3	33.0
Michigan	2,781	2,189	78.7	1,869	1,473	67.3	17.0
Minnesota	454	318	70.0	282	217	68.2	35.5
Mississippi	52	44	84.6	39	31	70.5	30.7
Missouri	1,835	1,320	72.0	1,132	1,004	76.1	27.0
Montana	238	212	89.1	194	138	65.1	10.9
Nebraska	186	137	73.7	133	75	54.7	30.9
Nevada	362	237	65.5	223	173	73.0	29.6
New Hampshire	603	488	80.9	443	437	89.5	20.8
New Jersey	1,459	974	66.8	804	622	63.9	24.8
New Mexico	407	347	85.3	329	242	69.7	19.7
New York	4,557	3,254	71.4	2,942	2,024	62.2	29.1
North Carolina	784	649	82.8	588	519	80.0	23.2
North Dakota	187	142	75.9	135	78	54.9	56.9
Ohio	2,263	1,705	75.3	1,363	1,063	62.3	23.7
Oklahoma	937	652	69.6	485	319	48.9	37.6
Oregon	602	458	76.1	388	261	57.0	22.8
Pennsylvania 3/	3,192	2,221	69.6	1,770	1,196	53.8	37.6
Puerto Rico	1,619	1,088	67.2	980	555	51.0	21.9
Rhode Island	258	209	81.0	175	106	50.7	37.4
South Carolina	378	242	64.2	206	164	67.8	23.8
South Dakota	30	30	100.0	30	26	86.7	34.8
Tennessee	671	502	74.9	427	263	52.3	34.6
Texas	1,791	1,426	79.6	1,278	941	66.0	28.4
Utah	428	268	62.6	245	55	20.5	20.0
Vermont	222	165	73.3	141	69	41.8	32.1
Virginia	879	541	61.5	483	336	62.1	24.7
Virgin Islands	17	17	100.0	17	17	100.0	00.0
Washington	1,700	1,177	69.2	995	876	74.4	20.6
West Virginia	418	261	62.4	245	220	60.9	31.0
Wisconsin	793	583	73.5	519	444	76.2	32.9
Wyoming	136	80	58.8	78	58	72.5	16.0

1/ Based on reports received through October 1, 1964.
2/ Data include 1,753 persons leaving training to take training-related jobs prior to conclusion of course.
3/ Includes estimate for terminations to obtain training-related jobs.

Table 7.--MDTA Institutional Training by Major Occupational Groups and Characteristics of Enrollees through June 30, 1964

Characteristics	Total		Professional and Managerial		Clerical and Sales		Service		Agricultural		Skilled		Semiskilled		Other	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All MDTA trainees	82,363	100.0	7,859	9.5	17,789	21.6	9,727	11.8	2,459	3.0	26,531	32.2	17,599	21.4	399	0.5
Sex - Total	82,363	100.0	7,859	100.0	17,789	100.0	9,727	100.0	2,459	100.0	26,531	100.0	17,599	100.0	399	100.0
Male	49,561	60.2	3,538	45.0	1,647	9.3	3,341	34.3	2,449	99.6	25,858	97.5	12,473	70.9	255	63.9
Female	32,802	39.8	4,321	55.0	16,142	90.7	6,386	65.7	10	0.4	673	2.5	5,126	29.1	144	36.1
Age (Years)																
Total	82,363	100.0	7,859	100.0	17,789	100.0	9,727	100.0	2,459	100.0	26,531	100.0	17,599	100.0	399	100.0
Under 19	6,719	8.2	555	7.1	1,887	10.6	865	8.9	58	2.4	1,729	6.5	1,611	9.2	14	3.5
19-21	17,801	21.6	1,634	20.8	4,351	24.4	2,006	20.6	310	12.6	5,256	19.8	4,077	23.2	167	41.8
22-34	32,995	40.0	3,181	40.4	5,587	31.5	3,475	35.8	955	38.9	12,341	46.5	7,320	41.5	136	34.1
35-44	15,873	19.3	1,694	21.6	3,758	21.1	1,859	19.1	569	23.1	4,797	18.1	3,149	17.9	47	11.8
45 and over	8,975	10.9	795	10.1	2,206	12.4	1,522	15.6	567	23.0	2,408	9.1	1,442	8.2	35	8.8
Education (Grade)																
Total 1/	82,242	100.0	7,847	100.0	17,763	100.0	9,717	100.0	2,452	100.0	26,483	100.0	17,581	100.0	399	100.0
Less than 8	3,129	3.8	16	0.2	57	0.3	398	4.1	807	32.9	1,028	3.9	790	4.5	33	8.3
8	6,218	7.6	108	1.4	236	1.3	889	9.1	513	20.9	2,696	10.2	1,724	9.8	52	13.0
9 to 11	25,526	31.0	1,320	16.8	3,362	18.9	4,012	41.3	649	26.5	9,335	35.2	6,586	37.5	262	65.7
12	40,409	49.1	4,989	63.6	11,560	65.2	3,912	40.3	394	16.1	11,808	44.6	7,696	43.7	50	12.5
Over 12	6,960	8.5	1,414	18.0	2,548	14.3	506	5.2	89	3.6	1,616	6.1	785	4.5	2	0.5
Race																
Total 2/	77,643	100.0	7,498	100.0	16,837	100.0	9,043	100.0	2,274	100.0	25,046	100.0	16,595	100.0	350	100.0
White	57,652	74.3	5,810	77.5	12,417	73.7	5,140	56.8	1,719	75.6	20,532	82.0	11,835	71.3	199	56.9
Nonwhite	19,991	25.7	1,688	22.5	4,420	26.3	3,903	43.2	555	24.4	4,514	18.0	4,760	28.7	151	43.1

1/ Information on education not available for 121 trainees.
2/ Information on race not available for 4,720 trainees.
Source: U.S. Employment Service, based on data from State employment security agencies.

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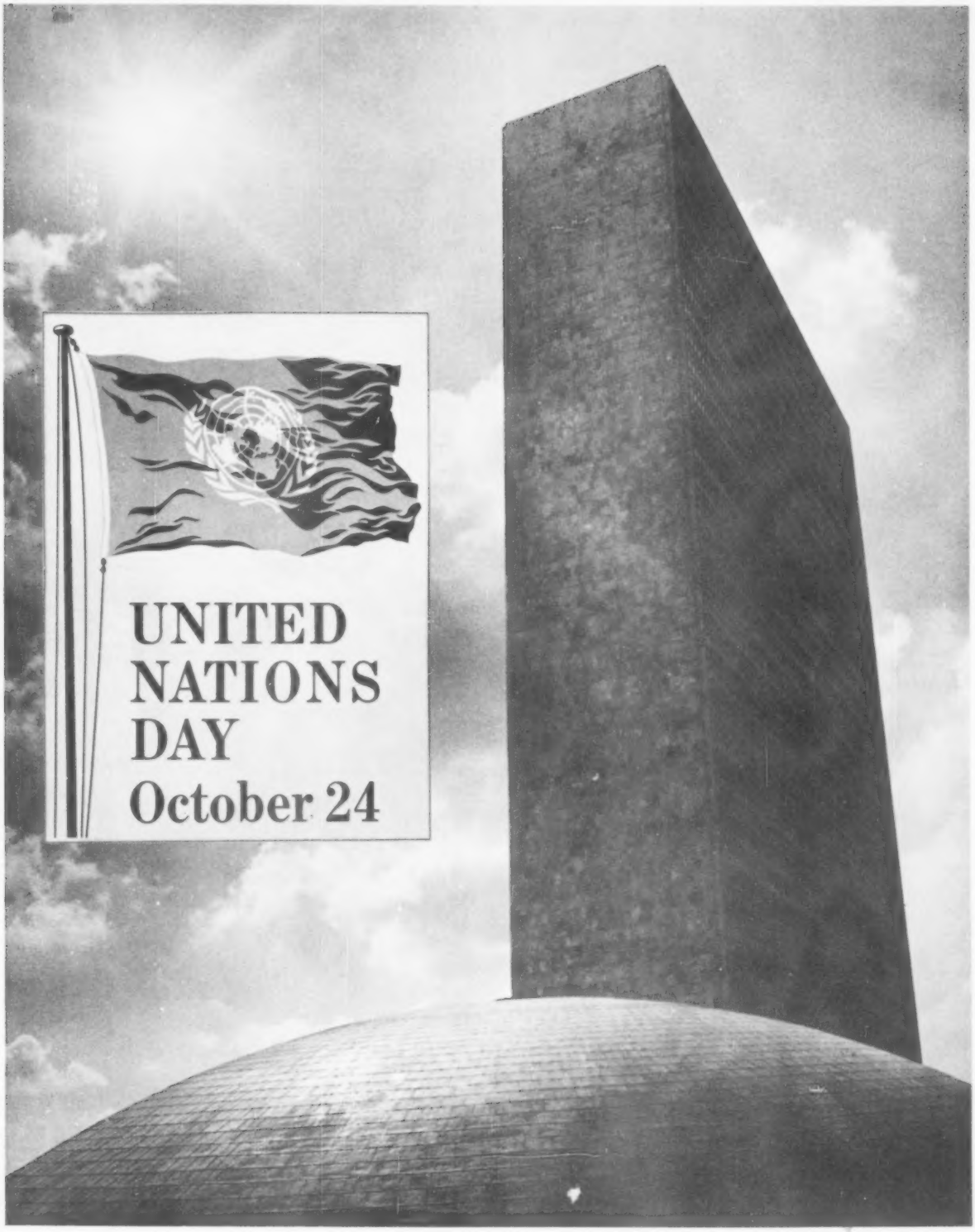
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